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THE AMERICAN PSYCHOLOGIST

The Professional Journal of the American Psychological Association, Inc.

Volume 5

June, 1950

Number 6

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THE AMERICAN PSYCHOLOGIST is published monthly by the American Psychological Association, Inc., at Prince and Lemon Streets, Lancaster, Pennsylvania. Subscription: \$7.00, single copy \$.75. Communications on business matters should be addressed to Publishers, The American Psychologist, Prince and Lemon Streets, Lancaster, Pennsylvania, or the American Psychological Association, Inc., 1515 Massachusetts Ave., N.W., Washington 5, D. C. Address communications on editorial matters to 1515 Massachusetts Ave., N.W., Washington 5, D. C.

Entered as second-class matter January 12, 1950 at the Post Office at Lancaster, Pa., under the Act of March 3rd, 1879. Acceptance for mailing at special rate of postage provided for in paragraph (d-2), section 34.40, P. L. and R. of 1948, authorized August 6, 1947.

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ANNUAL REPORT: 1950

POLICY AND PLANNING BOARD OF THE AMERICAN PSYCHOLOGICAL ASSOCIATION

THE fifth annual winter meeting of the Policy and Planning Board was held February 23-26 at the North Jersey Training School at Totowa, New Jersey, which again extended its cordial and generous hospitality. The full membership of the Board was in attendance: Edwin G. Boring, Stuart W. Cook, Wayne Dennis, Lyle H. Lanier, Rensis Likert, Jean W. Macfarlane, Donald G. Marquis, Helen Peak, and John G. Peatman, Chairman. Dael Wolfe, Executive Secretary of the Association, was present during the last seven sessions of the meeting.

Lyle H. Lanier was elected chairman for the coming year.

The Board's deliberations were devoted mainly to the task assigned it under Article XII, Section 6 of the By-Laws, viz., the five-year review of the structure and function of the Association as a whole, together with written report and recommendations to the Association. The Board's report and recommendations are contained herein, with its specific proposals for By-Law changes appended to this report.

In preparation for its task, the Board last year set up a subcommittee composed of Boring, Graham, Peak, and Peatman (Chairman) which began work on the review in January, 1949. It made a preliminary report to the Board at its annual meeting in February, 1949. Lyle H. Lanier replaced Clarence Graham on this subcommittee when the latter's term as a Board member expired in September, 1949. The subcommittee held four physical meetings during the year and conducted two advisory polls of the entire APA membership. The preliminary poll, made by post-card in June, 1949, brought more than 3500 replies from about 55 per cent of the total membership. Members were asked to indicate: (1) *If you could vote for the Council Representatives of only one Division, through which Division would you prefer to vote?* (2) *If you could vote for only one Council Representative and had to choose between voting for a nominee of the APA Division of your first choice and voting for a nominee of the psychologists of the State in which*

you are employed, through which channel would you prefer to exercise your vote? The results for the first question of this poll were tabulated and reported in the covering letter sent to all members with the questionnaire for the advisory poll of November, 1949. To the second question, 27 per cent of those replying indicated a preference for Council nominees from state associations; 73 per cent replied in favor of voting for divisional nominees.

Results from the advisory poll of November, 1949 will be referred to at various points in this report. More than 3000 replies to the questionnaire were received. Ninety-five per cent of those replying agreed that the Association should continue to represent both the professional and scientific interests of psychologists, that the members of APA should continue to be represented through a Council of Representatives, and that no group organized on the basis of race, religion or sex should be recognized either for affiliation or for divisional status.

A series of five articles on *Policy and Plans of the APA* was prepared by members of the subcommittee, in the light of complaints and other information received from members, and published in the last five issues of the 1949 AMERICAN PSYCHOLOGIST. A Round Table open to the membership for discussion of APA problems, policies and plans was held at Denver during the Annual Convention in September, 1949.

The subcommittee brought to the annual meeting of the Board its recommendations made in the light of extended deliberation and of the Association's interests and concerns, as expressed in more than 400 letters received from members during this period and as expressed in the results of the two advisory polls of the entire APA membership.

The Board has thus taken quite seriously its mandate to review the structure and functions of APA and has sought systematically to enlist the full participation of the membership in this task. A meeting open to the membership for discussion of the proposed changes in the By-Laws will be held at the 1950 Annual Convention next September and

the proposed changes will be placed on the agenda of the Council of Representatives for discussion by that body. Under the Association's By-Laws the Council may add such explanatory material as it deems necessary to proposed amendments to the By-Laws before they are submitted to the membership for a vote.

PROPOSED CHANGES IN THE BY-LAWS

An inspection of the specific changes in the By-Laws, recommended by this Board and appended to this report, will show a few major changes and many minor changes. The latter are designed either to clarify practices established during the past five years or to eliminate details that are more properly taken care of by standing rules of the Council of Representatives and other bodies within the Association. In connection with deletions of the latter kind, this Board has recommended to the

Board of Directors of the Association that it codify and publish annually *all* standing rules of the Council of Representatives. Divisions and other bodies within the Association may also wish to do this regularly.

Divisional structure. The paramount problem before the Board has been that of simplifying the divisional structure of the Association. Seventy-four per cent of those replying in the advisory poll indicated "there should be some reduction in the number of divisions of APA." But in replying to the questions of which divisions should be eliminated and which ones retained, not a single division was named for elimination by a majority of those replying. The over-all results on these questions, together with first-choice divisional preferences, are presented in Table 1. It will be seen there that the seven divisions that received the largest percentages in favor of their elimination are the same seven divisions, with their order practically reversed, that received the smallest percentages in favor of their retention. They were Divisions 2, 10, 13, 16, 18, 19 and 20. All of the other divisions received at least a majority of replies in favor of their retention and the majorities were substantial for all except Division 9. The figures on retention should receive more weight than those on elimination since only 9 per cent of those returning their IBM answer sheets to the questionnaire failed to answer the question of retention of divisions whereas 41 per cent did not answer the question concerning their elimination.

Since the Board's Round Table at Denver and the report of the Executive Secretary to the membership last September, in which he discussed the problem of divisional structure, several divisions which had been generally inactive have shown marked signs of vitality. Perhaps the implied threat of their dissolution has served to activate divisions that should and will continue to be parts of the Association's functioning structure. In any case, it appears that a majority of the APA membership does not want a division abolished or merged with another division unless a majority of the division's own APA members agrees to such dissolution or merger. Fifty-four per cent of those replying in the advisory poll indicated that "no division should be eliminated or amalgamated with another division without its own consent, as determined by a majority vote of its APA members voting on such elimination or amalgamation," whereas,

TABLE 1

Attitudes of APA towards the elimination and retention of present divisions and first-choice preferences in voting for council representatives¹
(Based on 3030 replies from members)

No. & Name of Division	Per Cent Who Would Eliminate	Per Cent Who Would Retain	Per Cent Who List as First-Choice
1. General	13%	62%	2.9%
2. Teaching	31	38	1.1
3. Experimental	5	77	9.7
5. Evaluation & Measurement	11	66	3.9
7. Childhood & Adolescence	11	64	2.5
8. Personality & Social	10	69	4.9
9. S P S S I	16	53	2.3
10. Esthetics	43	25	0.7
12. Clinical & Abnormal	2	85	26.7
13. Consulting	36	33	1.2
14. Industrial & Business	5	75	6.3
15. Educational	9	69	2.8
16. School	39	28	2.0
17. Personal & Guidance	13	64	8.8
18. Public Service	38	36	0.2
19. Military	34	34	0.4
20. Maturity & Old Age	26	44	0.6
<i>No Answer</i>	41%	9%	23.1%
Total (N equal 3030)			100 %

¹ As determined from the advisory poll of the entire membership. Each member was asked to check those Divisions he would like to have *eliminated*; those Divisions he would like to have *retained*; and that Division of his first-choice, through which he would prefer to vote for Council Representatives if such vote were restricted to nominees of a single Division.

only 41 per cent indicated that "a majority vote of the APA membership voting should determine the elimination or amalgamation of divisions." Five per cent did not indicate a preference.

This Board, in the light of all these considerations and of the historical facts underlying the merger of AAAP and APA five years ago, recommends that no division of the Association be dissolved (except for cause as provided for in the By-Laws) without the consent of its members. The Board *urges* divisions whose interests or professional activities overlap to a considerable extent, to amalgamate in the voluntary way that Divisions 3 and 6 and Divisions 11 and 12 merged. Furthermore, because the size of the Association has about doubled since the new Association adopted its By-Laws five years ago, the Board proposes that the minimum number of APA members a group shall have in order to petition for division status be changed from the present *fifty* to *one hundred*. Dissolution of a division if it has less than the present requirement of at least *fifty* or the proposed requirement of at least *one hundred* is, it is to be emphasized, *not mandatory* under the By-Laws but depends on a decision of the Council of Representatives at an annual business meeting of that body. At the present time there is but one division (Esthetics) with substantially less than one hundred APA members. The Division of Psychologists in the Public Service had slightly less than one hundred APA members in September, 1949 but may have more than one hundred by September, 1950.

The Board makes no recommendation that would change the character of the Association's basic structure. It does not recommend that single suffrage (a vote for Council Representatives of only one division) for the election of Council Representatives be established. It does not feel that the present system of multiple suffrage has been harmful to the development of the Association; rather, it appears that multiple suffrage is helpful in increasing membership participation in the Association's activities. It will be noted in Table 2 that those replying to this question in the advisory poll were somewhat divided on the issue, with a small majority of nondivisional APA members favoring single suffrage and a small majority of divisional APA members favoring the continuance of multiple suffrage.

The Board does not recommend that state psychological associations elect Representatives directly

to the Council of Representatives, but supports the continuance for the present of their representation through the Conference of State Psychological Associations. Eventually the state associations may well warrant direct representation on the Council of Representatives, but at present the special problems of the state associations are a small fraction of the problems of this Association and can be adequately taken care of by the Conference of State Psychological Associations. It is recommended that the number of Council Representatives from the Conference be determined by the same formula as proposed for divisions so that the number will increase with the growth of state associations. That the usefulness and importance of state societies will loom increasingly large is testified to by the fact that the problem of legislation for the legal certification or licensure of psychologists is largely their problem.

Membership classes and requirements. The Board recommends that the requirements for Associate membership in the Association be modified somewhat so that in the future new members will enter the Association with qualifications which conform more closely to those desired and expected of a professional psychologist. It is not recommended that a PhD in psychology be required for Associateship but it is urged that an additional year of

TABLE 2
*Preferences for single suffrage versus multiple suffrage
in voting for council representatives¹*

	Fellows	Divisional Associates	Non-Divisional Associates	All ²
Number replying	812	1321	849	3030
Prefer Single Suffrage	44%	45%	52%	47%
Prefer Multiple Suffrage	53%	52%	44%	50%
No Answer	3%	3%	4%	3%
Total	100%	100%	100%	100%

¹ Based on replies to the following proposition: "Between 25% and 30% of the APA membership at the present time belong to TWO OR MORE Divisions and hence more than one-quarter of the membership has MULTIPLE SUFFRAGE in that they may vote for Council Representatives of two or more Divisions. Assuming persons with membership in several Divisions will not be denied the right to vote for Officers within the Divisions of which they are members, indicate your preference for single suffrage versus multiple suffrage in voting for Council Representatives."

² All includes 48 members whose membership status was not identified.

graduate work be prescribed. Such an increase in educational experience is compatible with the direction in which the profession is moving and it also is a compromise between those APA members who are dissatisfied because a PhD is not required and those who want no change. That the division of Association opinion is nearly even on this issue is suggested by the replies to related questions in the advisory poll, summarized in Table 3. Some of those opposed to *change* are voicing opposition to the lowering of standards, as evidenced by letters accompanying their replies. Furthermore, nearly *three-fourths* of those replying are against the establishment of a new class of membership with requirements lower than present ones for Associate-ship. The problems of status and professional job titles for those persons who do important psychological work under supervision after only a year of graduate work and (possibly) an MA degree remain unsolved. The Board recognizes the urgency of these questions and recommends that its successor give systematic consideration to them.

Affiliate classes of membership. The Board recommends that, with the exception of Foreign Affiliates, affiliate classes of membership be eliminated. It believes that the limited advantages to affiliates

can be provided in other ways and that such advantages as do exist are far outweighed by the disadvantage inherent in the implication to the public that an affiliate meets the Association's membership standards. Thus, in effect, the Board is recommending that the implications of membership status in the Association be restricted to Life Members, Fellows, Associates and Foreign Affiliates who are established psychologists in their respective countries. The present Committee on Student Affiliates has suggested as a workable alternative to Student Affiliate membership, the creation of a *Student Journal Group*. The Board concurs and so recommends since both the students and the Association will continue to receive all of the present benefits without the implication that such persons are members of the Association. The recommended elimination of Divisional and State Affiliates is in conformity with the implications of the By-Law change approved by the membership last year to the effect that such affiliates need not pay dues to the Association. (At the present time there are only 134 such affiliates.)

Procedures for disciplinary action against members. The Board approves and recommends the adoption of changes that have been proposed by the APA Committee on Scientific and Professional Ethics and by legal counsel of the Association. These proposals are in the direction of clarification rather than substantial change.

Formula for determination of the number of council representatives from divisions. The Board recommends that each division continue to have a minimum of two Representatives to the Council and that a graduated formula for additional representation replace the present, ungraduated formula with a ceiling of six Representatives. This proposal takes into account both "senatorial" representation and per capita representation. A majority of those replying to the advisory poll approved the substance of such changes. If in effect today, practically all divisions would have the same number of Council Representatives as they have now, but with the continued increase in size of some divisions, additional Representatives may be expected over the next five years.

Regional representation. The Board recommends that Regional Representatives on the Council of Representatives be abolished. Not only are such Representatives no longer necessary because of the great increase in the number of state psychological

TABLE 3

*Advisory poll replies on membership requirements of APA
(Numbers replying the same as in Table 2)*

I. Should any of the present requirements for Associate Membership be changed?

	Fellows	Divisional Associates	Non-Divisional Associates	All
Yes	49%	47%	41%	46%
No	47	50	55	50
No Answer	4	3	4	4
Total	100%	100%	100%	100%

II. Do you believe that APA should establish a new class of membership with requirements lower than those for Associate membership?

	Fellows	Divisional Associates	Non-Divisional Associates	All
Yes	22%	26%	22%	23%
No	74	70	74	73
No Answer	4	4	4	4
Total	100%	100%	100%	100%

associations during the past five years, but the fact is that the Regional Representatives have not represented any functional bodies of psychologists; they have not had a real constituency.

Minimum number of APA members for a division. The Board's recommendation that this minimum be changed from *fifty* to *one hundred* has already been reported. It is to be noted that this recommendation is supported by the results of the advisory poll: only 18 per cent of those replying wished to retain the present minimum of fifty; 60 per cent wanted the minimum increased to at least 100; 22 per cent did not express a choice.

The Past President. The Board recommends that the most recently retired President of the Association be made an officer and a member of the Board of Directors and be designated by the title, Past President. This is a proposal made in the interest of the Association's obtaining the full value over a period of three years of those persons elected to its highest office.

Committee on Committees and Membership Committee. The Board recommends the abolition of the Committee on Committees because it is not needed. The functions originally intended for it have been more properly taken care of by the Board of Directors. This proposal for the elimination of this standing committee has also come from the committee itself.

The Board recommends that a new standing committee to be known as the Membership Committee

be established in order to assist the Board of Directors and the Council of Representatives in the painstaking task of examining applications for membership in the Association. Curiously enough, most state associations have such standing committees. That it is needed by the APA is well borne out by the fact that, in 1949 alone, more than 2000 applications for membership were received.

Affiliated societies. The Board recommends that existing, functioning regional groups of psychologists continue to be closely identified with the national association, and the special interest groups of psychologists shall continue to be represented through the divisions of the Association so long as their interests are compatible with the objectives of the Association and so long as such objectives are not used as a cloak for interests based on differences in race, religion or sex. It is recommended that formal affiliation of societies other than regional psychological associations be discontinued.

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JOHN GRAY PEATMAN, *Chairman*

Received March 31, 1950

REVISION OF BY-LAWS OF THE AMERICAN PSYCHOLOGICAL ASSOCIATION¹

PROPOSED BY THE POLICY AND PLANNING BOARD

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ARTICLE I

Object

1. The object of the American Psychological Association shall be to advance psychology as a science, as a profession, and as a means of promoting human welfare.

ARTICLE II

Membership

1. The Association shall consist of three classes of members: Fellows, Associates, and Life Members.

2. Fellows of the Association shall be persons who are primarily engaged in the advancement of psychology

¹The Table of Contents is for convenience of reference and is not intended to be incorporated in the By-Laws. Explanatory footnote material is also not intended to be a part of the By-Laws.

Matter printed in italics is new. Matter in brackets [] is to be deleted. Paragraphs or Sections transposed to other Sections or Articles of the By-Laws are indicated by cross references in parentheses,

as a science and as a profession, and who have met standards of proficiency as described below. Fellows shall be entitled to all the rights and privileges of the Association without restriction.

3. The minimum standards for Fellowship shall be (1) a [doctor's] *doctoral degree* based in part upon a psychological dissertation conferred by a graduate school of recognized standing, except when waived in *very special cases* by the Council of Representatives on *presentation of evidence of outstanding achievement in psychological research or theory*,² (2) prior membership as an Associate, and (3) five years of acceptable professional experience subsequent to the granting of the doctoral degree. The Council of Representatives shall have the power to designate further standards to be met in the election of Fellows. Divisions may require higher standards than those set by the Council for the Association as a whole. Nominations for Fellows [must] *shall* include: (1) evidence that the minimum Association standards have been met; and (2) recommendation by one of the Divisions of the Association. [, specifying the designation to be used. Except for Charter Fellows, who shall continue as such unless recommended by a Division for designation, all Fellows shall be designated by a name chosen by the Division so specifying them (e.g. Fellow in Industrial Psychology, Fellow in Physiological Psychology, Fellow in Clinical Psychology).]³

4. Associates shall be persons who are interested in the advancement of psychology as a science and as a profession, and who are either in training or in practice in psychology or a field of closely allied interest. Associates shall be entitled to all the rights and privileges of the Association, except those specifically denied them in these By-Laws.

5. Associates shall be (1) persons with the [doctor's] *doctoral degree* based in part upon a psychological dissertation and conferred by a graduate school of recognized standing; or (2) persons who have completed at least two years of graduate work in psychology in a

²This is an example of a change made for the purpose of clarification, and is generally in conformity with present practices.

³This is an example of the kind of change made to eliminate from the By-Laws detailed material that is more appropriately taken care of by standing rules of the Council of Representatives or of Divisions, etc.

recognized graduate school [or one year of graduate study] plus a year of experience in professional work that is psychological in nature or who have completed three years of graduate work in psychology and who, at the time of application, are devoting full time to professional or graduate work that is primarily psychological in nature. [; or (3) be scientists, educators, or other distinguished persons] *These requirements may be waived in special cases by the Council of Representatives for persons who have proven themselves competent in a related field and who have published reputable work in psychology, or for persons of distinction in fields other than psychology.* [whom the Board of Directors may recommend for sufficient reason.]

6. Life Members shall be persons who, having reached the age of sixty-five years and having been Associates or Fellows of the Association for at least twenty years, request such status. Although Life Members shall be exempt from paying dues, they shall retain all other rights and privileges of the Association except that of receiving journals covered by membership subscriptions. They may subscribe for such journals, if they so desire, at the rate paid by the Association for active members. (In counting the years of membership in the Association, years in the *American Psychological Association* and in the *American Association of Applied Psychology* shall be counted.)

7. In addition to the regular membership classes, there shall be [four classes of affiliates who are not members of the American Psychological Association, and shall not represent themselves as such unless and until they have met the membership requirements for Associates or Fellows and have been elected to membership. These four classes shall be, first, Student Affiliates; second, Division Affiliates; third, State Affiliates; and fourth, Foreign Affiliates.] *a class of Foreign Affiliates who are not members of the American Psychological Association, and who shall not represent themselves as such unless and until they have been elected to membership.* Foreign Affiliates shall be psychologists who reside in countries other than the United States or the Dominion of Canada, who are not members of the American Psychological Association, but who desire affiliation. A Foreign Affiliate shall be a member of the psychological association of the country in which he resides, or, if no such association exists, shall present evidence of appropriate qualifications. Foreign Affiliates shall have such rights and privileges as may be granted by the Council of Representatives, including special rates for journal subscriptions.⁴

[8. Student Affiliates shall be graduate students or undergraduate students majoring in psychology or re-

⁴Material not originally in Section 7 and not underlined has been transposed from another Section of the present By-Laws.

lated fields. Student Affiliates shall have such rights and privileges as may be granted by the Council of Representatives, including special rates for journal subscriptions.]

[9. Persons who belong to a division of the Association but who do not hold membership in the Association itself may become Division Affiliates upon proper application. A division may include those who either do not qualify for Associate membership or do not wish such membership.]

[10. Persons who belong to a state psychological association affiliated with the Association, but who do not hold membership in the Association itself, may become State Affiliates upon proper application.]

[11.] (. . . See Sec. 7 . . .)

[12.] 8. Fellows and Associates shall be elected by [a majority vote of] the Council of Representatives [present at any annual business meeting,] upon nomination [of] by the Board of Directors. *Foreign Affiliates* are recognized by the Executive Secretary without election upon securing the necessary endorsement and the paying of fees.

[13.] 9. Divisions may establish such classes of membership within the Division as they see fit, except that the designation *Fellow or Associate* shall be reserved for members of the Division who are also members of the Association and elected *respectively* as *Fellows or as Associates* according to the provisions of Section 3 or Section 5 of this Article.

[14. Any Fellow, Associate, Student Affiliate, Division Affiliate, State Affiliate, or Foreign Affiliate may be expelled for cause by an affirmative vote of two-thirds of the members of the Council of Representatives present at any annual business meeting. Such vote shall be taken only upon recommendation of the Committee on Scientific and Professional Ethics, after that committee has given the member or affiliate an opportunity to appear before it to answer the charges against him, and after the Committee's recommendations have been reviewed and approved by the Board of Directors.]

10. *A member may be dropped from membership for conduct which in anywise tends to injure the society or to affect adversely its reputation or which is contrary to or destructive of its objects. Charges of injurious conduct shall not be entertained against a member unless the precise nature of the charges be submitted in writing to the President of the Association by not less than two members. Upon the receipt of such charges, the President shall refer them to the Committee on Scientific and Professional Ethics and Conduct which shall have power to determine whether the charges shall be dropped, whether the accused shall be given an opportunity to resign, or whether the charges shall be referred to the Board of Directors for review and possible recommendation to the Council of Representatives*

for action. Whenever charges are referred to the Council of Representatives, no person shall be dropped from membership except after opportunity to be heard and then only by a three-fourths vote of the Representatives present at the Council meeting which considers the matter.

[15.] 11. Procedures for application for membership and affiliateship in the Association and for transfer from Associate to Fellow shall be prescribed by the Council of Representatives.

ARTICLE III

Council of Representatives

1. There shall be a Council of Representatives which shall be the legislative body of the Association and shall have full power and authority over the affairs and funds of the Association within the limitations set by these By-Laws. It shall have the authority to elect members and to expel members. It shall have the power to provide for the making of such contracts and the delivery of such deeds, documents and instruments as shall be necessary for the carrying out of all the purposes, functions and business of the Association as provided by these By-Laws. It shall decide all questions involving cooperation with other national organizations and may make such changes in policy or administration as it deems advisable, consistent with these By-Laws. It may recommend amendments to the By-Laws. It shall have the authority to delegate powers and responsibilities to the Board of Directors, the [Committee on] Publications Board, and the Policy and Planning Board, in addition to those [already] designated by these By-Laws.

2. The Council of Representatives shall be composed of the Division Representatives [, Regional Representatives], Special Representatives, [and] Representatives of the Conference of State Psychological Associations [together with] and the officers of the Association. [, including the President, the President-Elect, the Recording Secretary and the Treasurer] *In the event there is no Representative of a given Division present, the Council will seat one person designated as an Alternate Representative by the officers or Executive Committee of that Division.* The President of the Association shall preside at the meetings of the Council of Representatives and, in his absence or disability, the President-Elect shall preside. Representatives [and officers of the Council] shall hold office until their successors are elected and qualify.

3. Regular business meetings of the Council of Representatives shall be held at the time and place of the Annual Convention, the time and place of meeting to be decided by vote of the Council. Special meetings

may be called by vote of the Board of Directors and shall be called upon the written request of ten members of the Council. Notices of meetings, in writing, for every annual or special meeting of the Council of Representatives shall be prepared and mailed to the last known post office address of each Representative not less than fifteen days before any such meeting, and, if for a special meeting, such notices shall state the object or objects thereof, and no business shall be transacted except that stated in the notice for said special meeting. The Council of Representatives shall publish its minutes and proceedings in the [official journal of the Association.] *American Psychologist.* On important matters of policy, the minutes shall include a record of those Representatives voting for and against a motion. Any vote shall be recorded if one-fourth of the Representatives present so request. Meetings of the Council of Representatives, except those specifically designated as Executive sessions, shall be open to members of the Association.

4. Upon petition of 100 members in good standing at the time of the petition's filing with the Recording Secretary, or upon [majority] vote of any [duly constituted] Division, any matter of legislation may be brought to the attention of the Council of Representatives, which shall vote upon it at its next regular meeting.

5. Upon petition of 200 members in good standing at the time of the petition's filing with the Recording Secretary, a request for a mail vote of the members of the Association upon a question of policy or legislation—either concerning a past action to be recalled or a new action to be initiated, but not involving an Amendment to the By-Laws—may be addressed to the Council of Representatives, which shall present the matter covered by the petition, if it is not inconsistent with the By-Laws, to the members of the Association for a mail vote on an appropriate ballot which shall present the legislation proposed and which may contain arguments for and against the legislation. The results of such a vote shall be counted by the Election Committee. When the Election Committee certifies the result to the Council of Representatives, the latter shall, if there is a majority of those voting in favor, make the legislation operative. (For Amendments to the By-Laws, see Article [XXI] XX.)

6. A majority of the members of the Council of Representatives shall constitute a quorum. *Unless otherwise specified in these By-Laws, decisions shall be by a majority of those voting.*

7. The Council of Representatives shall be authorized to adopt and publish rules and codes for the transaction of its business, provided [they] *the same* do not conflict with these By-Laws.

ARTICLE IV⁵

Divisions [Representatives]

1. Divisions may be organized to represent major interests that lie within the Association.

[1.] 2. Representatives of a Division [, who] shall be members of the Division and of the Association [,] and shall be elected for staggered terms of three years each by those members of the Division who are also members of the Association. [Representatives of a Division shall be elected for staggered terms of three years each. Renomination shall not be permitted] No Division shall renominate its Council Representatives after three years on the Council without at least one year intervening.

[2.] 3. The number of Representatives which any one Division shall have on the Council [is] shall be determined annually in accordance with the number of members within the Division who are members of the Association. Total representation shall be determined [as follows:] annually by the following graduated formula:

Members of the Divisions who are Associates or Fellows of the Association	Number of Representatives on the Council
200 or less	2
201 to 400	3
401 to 600	4
601 to 800	5
801 and over	6]
(Increment)	
300 or less	2
301 to 500 (200)	3
501 to 800 (300)	4
801 to 1200 (400)	5
1201 to 1700 (500)	6
1701 to 2300 (600)	7

etc., at the same rate of increase.

4. Any member of the Association may apply for membership in one or more Divisions under the rules of eligibility and election established by them. Associates not expressing a preference for a special Division may be Associates without Division affiliation. A Division may include in its membership those who do not qualify for or do not desire membership in the Association.

5. A Division shall be set up whenever [fifty] one hundred or more Associates and Fellows of the Association petition for it and the Council of Representatives approves. A two-thirds vote of those present at

⁵ Material not originally in the Sections of this Article and not new has been transposed from Article [VII].

any annual business meeting of the Council of Representatives is required for the establishment of a new Division. The Council may create such Divisions provided (1) that they represent the emergence of an active and functionally unitary interest of a group of members, (2) that the [interest] objectives fall[s] within the scope of [the Association as defined] those specified in Article I, (3) that the membership is not restricted [to a geographical area, and (4)] on any basis other than psychological interests and qualifications,⁶ and (4) that the establishment of the Division is not inimical to the welfare of any other Division already established. Divisions when formed from existing societies or organized as new societies may use a society name, provided they append to it the phrase: "A Division of the American Psychological Association."

6. A Division may be dissolved by [a majority vote of those present at an annual business meeting of the Council of Representatives (1) when the number of Associates and Fellows within the Division falls below [fifty] one hundred, or (2) when [two-thirds of the total membership of] the Division votes to recommend dissolution. The Council may also dissolve a Division for good and sufficient reason by a two-thirds vote of those present at an Annual Meeting [(3) for good and sufficient reason] , provided that the reason for dissolution is stated in writing by the Council to the membership of the Division, and provided that the Division membership has been given full opportunity to state the reasons for the continued existence of the Division.

7. A Division remains autonomous in all matters within its field that are not reserved to the Association and the Council of Representatives by these By-Laws. It may determine[s] its own qualifications for its membership classes, provided that they are consistent with the provisions of Article II, Section 9 and Article IV, Section 5, and it may determine[s] what persons among its membership shall have the right to vote in Divisional matters.

8. A Division shall have [at least] a [Chairman (or) President[)] and Secretary, and [may have] such other officers as it may desire. The qualifications for [the Chairman (or president) and Secretary shall be determined by the Division] its Officers, and the method of their election shall be [considered a Divisional matter] determined by the Division.

9. Each Division shall draw up its own By-Laws and rules of procedure within the framework of these By-

⁶ This change is in line with established practice and clarifies future practice with respect to preventing the organization of Divisions upon a "sex, race or religion" basis. Note that in the advisory poll of the membership held last fall 95 per cent of those replying agreed that "No group organized on the basis of one or more of these factors shall be recognized, either for affiliation or for Divisional status."

Laws, and not inconsistent with these By-Laws. Each Division may elect such officers [and], appoint such committees, [in addition to those prescribed in these By-Laws, as it may deem necessary] and adopt such regulations for the conduct of its business [, and may adopt such regulations outlining the duties of its officers, the Division Council, and committees] as it may desire, except that its committee structure is subject to review by the [Committee on Committees] *Board of Directors* of the Association [(Article XIII)]. A committee proposed by a Division which is more properly a committee of the Association may become a special committee of the Association on recommendation of the [Committee on Committees] *Board of Directors*. Each Division shall file with the Recording Secretary of the Association a copy of its By-Laws and regulations.

10. A Division may administer a journal or special funds allocated to its use, but may delegate such administrative functions to the Council of Representatives or to the Central Office.

[ARTICLE V]

[Regional Representatives]

[1. It shall be the duty of the Regional Representative to call to the attention of the Council any matters relating to the welfare of psychology in his region. He shall also be responsible for representing the Association in his area on various formal occasions, and promoting the interest of psychology in conformity with the policies of the Council.]

[2. There shall be nine Regional Representatives elected for a term of three years, one from each of the following regions:

- I. New England: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont.
- II. Middle Atlantic: Delaware, District of Columbia, Maryland, New Jersey, New York, Pennsylvania.
- III. East North Central: Illinois, Indiana, Michigan, Ohio, West Virginia, Wisconsin.
- IV. West North Central: Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, South Dakota.
- V. Southeastern: Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, Tennessee, Virginia.
- VI. Southwestern: Arizona, Arkansas, Louisiana, New Mexico, Oklahoma, Texas.
- VII. Rocky Mountain: Colorado, Idaho, Montana, Wyoming, Utah.
- VIII. Pacific: California, Hawaii, Nevada, Oregon, Washington.
- IX. Dominion of Canada.]

[3. The Regional Representatives shall be members of the Association and shall be elected by preferential

mail ballot of such members as are resident in the region at the time of election. Nomination shall be by the members resident in the region, in accordance with the provisions of Article XI.]

ARTICLE [VI] V

Special Representatives

1. The Council may at its discretion [propose] authorize special representati[ves]on of groups not qualifying as Divisions of the Association, but with reason to be represented by virtue of relation to the stated objectives of the Association, except that there shall not at any one time be more than three such Representatives, [and] that no such group shall have more than one [such] Representative, and that no group shall have such representation for more than three successive years. Such a Special Representative[s] shall be elected annually by members of the group [specified] authorized by the Council. [subject to renomination and reelection according to the practice for Representatives of Divisions.] Special Representatives and those who elect them must be members of the Association.

[ARTICLE VII] 7

[Divisions]

[1.] (See Article IV, Section 1.)

[2.] (See Article IV, Section 4.)

[3.] (See Article IV, Section 5.)

[4.] (See Article IV, Section 6.)

[5.] (See Article IV, Section 7.)

[6.] (See Article IV, Section 2.)

[7.] (See Article IV, Section 8.)

[8.] (See Article IV, Section 9.)

[9.] (See Article IV, Section 10.)

[10. The charter Divisions⁸ of the Association shall be:]⁹

[1. Division of General Psychology

2. Division on the Teaching of Psychology

3. Division of Theoretical-Experimental Psychology

⁷ The material of this Article has been transposed (and reworded in part) to Article IV.

⁸ [Formal invitation was extended to two societies to become Divisions. The Society for the Psychological Study of Social Issues accepted; the Psychometric Society did not accept. Divisions 11 and 12 have combined as the Division of Clinical and Abnormal Psychology; Divisions 3 and 6 have combined as the Division of Experimental Psychology. The Division of Maturity and Old Age has been added since the formation of the charter Divisions.]

⁹ This list of Divisions is unnecessary and out of date and the current Divisions will be listed in each issue of the *Directory*.

4. The Psychometric Society—A Division of the American Psychological Association
5. Division on Evaluation and Measurement
6. Division of Physiological and Comparative Psychology
7. Division on Childhood and Adolescence
8. Division of Personality and Social Psychology
9. The Society for the Psychological Study of Social Issues—A Division of the American Psychological Association
10. Division on Esthetics
11. Division on Abnormal Psychology and Psychotherapy
12. Division of Clinical Psychology
13. Division of Consulting Psychology
14. Division of Industrial and Business Psychology
15. Division of Educational Psychology
16. Division of School Psychologists
17. Division of Personnel and Guidance Psychologists
18. Division of Psychologists in Public Service
19. Division of Military Psychology]

ARTICLE [VIII] VI

Board of Directors

1. The Board of Directors shall consist of the President, the President-Elect, *the Past President*, the Recording Secretary, the Treasurer, *the Executive Secretary (without vote)*, all *servant ex officio*, and six others elected by a preferential ballot by the Council of Representatives from among its own members. Directors *not servant ex officio* shall serve for *staggered* terms of three years and their term of service on the Board of Directors may outlast their membership in the Council of Representatives. All members of the Board of Directors shall serve until their successors are elected and qualify.

2. Regular meetings of the Board of Directors shall be held semi-annually; one just prior to the annual business meeting of the Council of Representatives [in September], the other approximately six months later, at a time and place to be specified by vote of the Board of Directors. Special meetings of the Board of Directors may be held at any time on the call of the President or the Recording Secretary. A quorum at any meeting shall consist of a majority of the entire membership of the Board of Directors.

3. In the case of disability or resignation of a Director, the Council may fill the vacancy for the unexpired term.

4. The Board of Directors shall be the administrative agent of the Council and shall exercise general supervision over the affairs of the Association. It shall nominate new Fellows and Associates, and shall make recommendations concerning the administration of the

Association to the Council. It shall transact all business referred to it by the Council, provided, however, that the action of the Board shall not conflict with recorded votes of the Council of Representatives or these By-Laws. The Board of Directors shall supervise the work of the [Executive Secretary and other] employees of the Association. [In the interval between annual elections, the Board of Directors shall have the power to fill vacancies created by the death, disability, or resignation of elected representatives to other organizations.] In the interval between the annual business meetings of the Council of Representatives, the Board of Directors shall have authority over the affairs of the Association and shall take such actions as are necessary for the conduct of the Association's affairs, except that no action shall be taken which is contrary to an action taken by the Council of Representatives at its annual business meeting or which is inconsistent with these By-Laws. The Board of Directors shall make a report of its transactions at each regular meeting of the Council of Representatives.

5. If an emergency arises between Annual Meetings of the Council of Representatives, the Board of Directors shall have the power to change plans for meetings [, to expend such funds, and to take such other actions in the name of the Association as it may deem necessary and wise] *and to take other actions not authorized in Section 4 of this Article*, provided, however, that no action shall be taken under this emergency clause until an affirmative vote of two-thirds of the members of the Council of Representatives declaring that an emergency exists be secured. [and provided that all actions so taken be recorded and made available at the next succeeding meeting of the Council of Representatives and that all financial transactions shall pass through the Treasurer's office and be recorded and audited in accordance with these By-Laws and that] *For such emergency action, the Board of Directors shall, when possible, secure a mail vote of the Council of Representatives. All actions so taken shall be recorded at the next meeting of the Council of Representatives. Nothing in this section shall be [understood] construed [to delegate] as delegating to the Board of Directors power to [alter the procedure prescribed in] amend these By-Laws. [for the election of officers. In connection with an interim or emergency action, the Board of Directors may secure a mail vote of the Council of Representatives.]*

6. The President of the Association shall be Chairman of the Board of Directors, and the Recording Secretary of the Association shall be Recording Secretary of the Board of Directors. [The Executive Secretary of the Association and other employees] *Other persons* may be invited to sit with the Board of Directors on appropriate occasions but shall have no vote.

ARTICLE [IX] VII

Officers

1. The officers of the Association shall be as follows: a President, a President-Elect, a *Past President*, a Recording Secretary, [and] a Treasurer [.] , and an *Executive Secretary*. They shall hold office until their successors are elected and qualify.

2. The President shall be a Fellow of the Association who has just completed his term as President-Elect. The President-Elect shall automatically become President by declaration at the close of the annual meeting one year after announcement of his election as President-Elect. During his term of office the President shall serve as (a) the general presiding officer of the Association, (b) chairman of all meetings of the Council of Representatives, (c) chairman of the Board of Directors. [It shall be his duty to countersign all contracts and other instruments of the Association except checks, to exercise general supervision over the affairs of the Association and to] *He shall perform* [all] such other duties as are incident to his office or as may properly be required of him by vote of the Council of Representatives or of the Board of Directors. [at any duly constituted meeting.]

3. The President-Elect shall be a Fellow of the Association, elected by preferential mail ballot by the members of the Association following primary nomination by mail ballot. He shall take office as President-Elect at the close of the Annual Meeting at which his election is announced. During his term of office as President-Elect he shall serve as (a) a member of the Council of Representatives and of the Board of Directors, and (b) the vice-chairman of the Council of Representatives and of the Board of Directors. In the event that the President shall not serve out his full term for any reason, the President-Elect shall succeed to the unexpired remainder thereof and continue through his own term. In the event that the President-Elect shall not be able to serve out his term, both a President and a President-Elect shall be nominated and elected at the time of the next election. The duties of the President-Elect shall be those of a vice-president.

4. *The Past President shall be the most recently retired President and shall serve as a member of the Council of Representatives and of the Board of Directors.*

[4.] 5. The Recording Secretary shall be a Fellow of the Association elected by the Council of Representatives following nomination by the Board of Directors. He shall serve for a term of three years, beginning at the close of the annual business meeting at which his election is announced, and shall not succeed himself more than once in this office. During his term of office he shall serve as (a) a member and secretary [to]

of the Council of Representatives, and (b) a member and secretary of the Board of Directors. It shall be the duty of the Recording Secretary to keep the records of all meetings of the Council of Representatives and of the Board of Directors in due form as prescribed by law; to have charge of the seal and corporate books; to file and hold subject to call and to direct the publication of such records, reports and proceedings as are authorized by these By-Laws and by vote of the Council of Representatives or the Board of Directors at any duly constituted meeting; to bring to the attention of the Council of Representatives and the Board of Directors such matters as he deems necessary; to conduct the official correspondence of the Association; to have custody of the bonds which are required to be filed by the Treasurer and such other fiduciary employees as shall be required by the Board of Directors to file a bond, holding these bonds subject to the order and direction of the Board of Directors; to issue calls and notices of meetings; to sign such checks or other drafts upon the funds of the Association as may be necessary, and to perform all other secretarial duties for the Council of Representatives and the Board of Directors as are not delegated to the Executive Secretary. In case of the death or incapacity of the Treasurer, [and] the Recording Secretary is hereby authorized to sign [such] checks or drafts [in such contingency; to execute, seal or deliver any contracts, deeds, instruments or other documents which he shall be required to execute, seal or deliver on behalf of the Association by the By-Laws, vote of the Council of Representatives or the Board of Directors; and in general to perform all such other duties as are incident to his office or as properly may be required of him by vote of the Council of Representatives or the Board of Directors at any duly constituted meeting.] and to perform the other duties normally assigned to the Treasurer. In the absence of any specific provision of these By-Laws to the contrary, the Recording Secretary shall have power and authority to represent the Association in the voting or other management of any stock held by the Association in any other corporation or company; and in the event that the performance of such acts by the Recording Secretary becomes impossible or inadvisable, by virtue of law or otherwise, the Recording Secretary shall have the power to appoint any member of the Association to act as duly authorized agent of the Association for the performance of said acts.

[5.] 6. The Treasurer of the Association shall be a Fellow of the Association elected by the Council following nomination by the Board of Directors. The Treasurer shall take office for a term of five years beginning at the end of the fiscal year during which his election is announced, and shall not succeed himself more than once in this office. During his term of office

he shall serve as (a) senior fiscal officer of the Association, (b) member and fiscal officer of the Council of Representatives and of the Board of Directors, (c) fiscal representative of the members of the Association to the Central Office and [to the Committee on] (d) a member of the Publications Board. It shall be the duty of the Treasurer to have custody of all funds, deeds, stocks, securities including those of the Association's publications and to deposit the same in the name of this Association in such bank or banks as the Council of Representatives or the Board of Directors may direct; to have custody of all other property of the Association not otherwise expressly provided for by these By-Laws and to hold the same subject to the order and direction of the Council; to collect dues and subscriptions and other debts due the Association by all persons whatsoever; and to execute, seal or deliver any contracts, deeds, instruments or other documents which he shall be directed to execute, seal or deliver on behalf of the Association by the By-Laws, vote of the Council or the Board of Directors. He shall have authority to sign checks and drafts on behalf of the Association for the disbursement of funds for duly authorized purposes of the Association as provided by the By-Laws, vote of the Council or the Board of Directors. He shall be bonded by an amount fixed by the Board of Directors, the bond to be filed with the Recording Secretary of the Association. He shall, at all reasonable times, exhibit his books and accounts to any member of the Association. He shall keep a full and complete record of all money received and all money paid out, and shall perform such other duties as reasonably may be required of him by vote of the Council of Representatives or the Board of Directors at a duly constituted meeting. The Treasurer shall deliver an audited report for each fiscal year to the Board of Directors.

7. The Board of Directors shall nominate a member of the Association to the Council of Representatives for election as Executive Secretary, who shall be the administrative officer of the Association. Election of the Executive Secretary shall be by a two-thirds vote of those Council members voting. He shall be elected for a term not to exceed five years and shall ordinarily not be reelected more than once. During his term as Executive Secretary he shall not hold any other office within the Association or any of its Divisions. He shall be bonded by an amount fixed by the Board of Directors, the bond to be filed with the Recording Secretary of the Association. He may be removed from office before the expiration of his term by a two-thirds vote of those present at a meeting of the Council of Representatives if it appears that the best interests of the Association are not being served.¹⁰

¹⁰ Transposed from Sections 3 and 4 of Article [XVII] XVI.

ARTICLE [X] VIII

Corporate Seal

1. The corporate seal of [this] the Association shall be

(The seal of the Association will appear here.)

ARTICLE [XI] IX

Nominations and Elections

1. [A call for nominations for the office of President-Elect and Regional Representatives shall be issued by mail by the Election Committee to all members of the Association not later than March first of each calendar year. The nomination ballot shall provide spaces for at least three names to be listed in order of rank for each office to be filled.] Each year the Election Committee shall issue a call by mail to all members of the Association for nominations for the office of President-Elect. The nomination ballot shall provide spaces for at least three names to be listed in order of rank.

2. [The Election Committee shall be responsible for the reporting of nominations and elections. The Chairman of the Election Committee shall report a preferential count of the nominees for President-Elect and Regional Representatives to the Recording Secretary not later than May first. The names reported shall be those receiving a large number of nominating votes, the number of names reported being determined by the Election Committee, but being at least four nominees for President-Elect and at least two for each Regional Representative to be elected. The Chairman of the Election Committee shall report at the same time nominations from the Divisions, as transmitted to the Election Committee by the secretaries of the Divisions. Such nominations shall include nominations for Representatives of the Divisions to the Council of Representatives, and at the request of the Division may include Division officers. There shall be at least two names for every position of Division Representative to be filled.] The Election Committee shall make a preferential count of nominees for President-Elect and shall prepare for the final election ballot a slate including the names of the five persons who received the largest numbers of nominating votes. The Election Committee shall secure from each Division the names of two or more nominees for each Representative to be elected by that Division to the Council of Representatives.

3. [It shall be the duty of the Election Committee to ascertain that all the nominees for any office are willing to stand for office. No individual shall accept nomination to more than one position as Representative to the Council. If any nomination is withdrawn for this or other reason, the name of the individual ranking next on the preferential ballot shall be substituted.] *It shall be the duty of the Election Committee to determine the eligibility of nominees and to ascertain that all the nominees for any office are willing to stand for office. No person shall be eligible to serve at any one time in more than one position as Representative to the Council of Representatives. If any nominee is found to be ineligible or unwilling to stand for office, the name of the person ranking next on the preferential count shall be substituted.*

4. [The Recording Secretary then shall issue through the Central Office the appropriate election ballots not later than June first to all members of the Association. Voting shall be by mail.] *The Election Committee shall mail to all members of the Association the final ballot which shall include the nominees for President-Elect, the nominees for Divisional Representatives to the Council of Representatives, and may include, at the request of any Division, the nominees for officers of that Division.*

5. [The Election Committee shall report to the Board of Directors a preferential count of the election ballots for the office of President-Elect and Regional Representatives not later than August first. The Election Committee shall secure reports from the secretaries of Divisions, and from the secretary of the Conference of State Psychological Associations, and report their election results at the same time to the Board of Directors. Officers shall continue in office until the time provided in these By-Laws for their successors to assume office, provided the election of their successors has been reported to the Board of Directors in accordance with the above provisions; in case the procedure is not followed for any office, the incumbent shall remain in office until his successor is elected and qualifies. In case of a tie vote the Election Committee shall resolve the tie by drawing lots.] *The Election Committee shall make a preferential count of the election ballot. Tie votes shall be resolved by drawing lots. The Election Committee shall also secure reports from the Secretaries of Divisions and from the Secretary of the Conference of State Psychological Associations of the results of all elections conducted by them. The election results shall be reported by the Election Committee to the Board of Directors at least one month prior to the Annual Meeting of the Council of Representatives.*

6. Announcement of elections shall be made by the Board of Directors at the Annual [business] Meeting

of the Council[,] and at the Annual Convention at the session on Report of the Council.

ARTICLE [XII] X

Policy and Planning Board

1. The Council of Representatives shall elect, not necessarily from its own members, a Policy and Planning Board consisting of nine members of the Association, three of whom shall be elected each year, and each of whom shall serve for a term of three years. *The Policy and Planning Board shall be selected to represent the range of active interests within the Association. In the event of the incapacity or resignation of a member of this Board, the Council shall fill the vacancy for the unexpired term. No person is eligible for immediate reelection after serving a full term.*

[2. The Policy and Planning Board shall represent all the active interests within the Association, so far as possible.]

[3.] 2. The Board's function shall be the consideration of current and long-range policy. As a continuing body, it shall recommend to the Council of Representatives such changes in existing policy and such extensions or restrictions of the functions of the Association or its Divisions as are consonant with the purposes of the Association. The Board shall report annually in writing to the Council and by publication in the *American Psychologist* to the entire membership [of the Association. It may also], and it may make recommendations ad interim [when it deems them desirable.] *in writing to the Board of Directors and by publication to the membership.*

[4.] 3. The Board shall elect a Chairman [and Secretary] annually from its own membership.

[5.] 4. The Board shall meet at least once each year at the call of its Chairman. [or Secretary.]

[6.] 5. The Policy and Planning Board shall review the structure and function of the Association as a whole in 1950 and in every fifth year thereafter and shall make [appropriate written report and] recommendations by written report to the Council of Representatives and by publication to the Association.

ARTICLE [XIII] XI

Committees

1. The committees of the Association shall consist of such standing committees as may be provided by these By-Laws and such special committees as may be established by vote of the Council of Representatives or the Board of Directors. *Members of standing committees except those serving ex officio shall be elected for staggered terms by the Council of Representatives. The*

*Board of Directors shall nominate at least two persons for each position and additional nominations may be made by members of the Council of Representatives. The chairman of each committee, except as otherwise provided, shall be designated annually by the Council of Representatives on nomination by the Board of Directors.*¹¹

2. [The Committee on Committees shall consist of five members elected by the Council of Representatives for terms of five years. It shall be the duty of the Committee on Committees to keep informed on the committee structure of Divisions of the Association, in order to avoid duplication and to make recommendations concerning the Association committee structure and personnel, the addition of new committees and the discontinuance of old committees. The formation of new committees by Divisions shall be subject to the approval of the Committee on Committees. Committees proposed by Divisions which appear to the Committee on Committees to deal with matters concerning two or more Divisions of the Association may be recommended as special committees of the Association, and may be appointed as such by the Council of Representatives.] *The Membership Committee shall consist of three Fellows of the Association, who may or may not be members of the Council of Representatives, elected for terms of three years, and who, sitting with the Executive Secretary who has no vote, shall review applications for associateness and fellowship and report its recommendations on each case to the Board of Directors.*

3. The Finance Committee shall consist of the Treasurer and [four] *three* members elected for terms of *three* years [by the Council of Representatives]. The Treasurer shall serve as Chairman. [While the committee shall be elected annually, members may succeed themselves.] It shall be the duty of the Finance Committee to present an annual budget, to supervise investments, and to nominate the professional auditors who shall be elected annually by the Council of Representatives.

4. The Convention Program Committee shall consist of three members elected for terms of *three* years [by the Council of Representatives]. [This committee shall] *The President may each year [add to its membership two] appoint to this committee one or more* members of the Association from the area or place at which the Annual Convention is to be held. It shall be the duty of the committee in conjunction with the Central Office to coordinate the Division programs and

¹¹ Note that the addition of this Section provides for a standard procedure to cover the method of nomination and election of members to standing committees and the chairman of each committee. Hence this is not repeated in Sections that follow.

arrange for general scientific programs at the time of the Annual Convention.

5. The Committee on Scientific and Professional Ethics and Conduct shall consist of five members elected from different parts of the country for [staggered] terms of five years. [Election to this committee shall be by vote of the Council of Representatives at its annual meeting on nomination by the Board of Directors.] It shall be the duty of this committee to receive and investigate complaints of unethical conduct of Fellows, Associates, and Affiliates; to endeavor to settle cases privately; to report annually to the Council of Representatives on types of cases investigated with specific [mention] *description* of difficult or recalcitrant cases; to recommend [to the Council disciplinary action to be taken by the Association when in the Committee's judgment such action is justified and desirable] *expulsion, as provided in Article II, Section 10;* and to formulate from time to time rules or principles of ethics for adoption by the Association.

6. The Election Committee shall consist of [the three] *the Past President, acting as Chairman, and the two other* most recently retired Presidents of the Association. [, the most recently retired President acting as Chairman of the Committee. In case of the incapacity of a member of this Committee, the next most recently retired President, who is not already a member of the Committee, shall become a member of the Committee. It shall be the duty of] The Election Committee [to conduct and supervise] *shall be responsible for the conduct of elections and the counting of mail ballots, as provided in Articles III, IX and XX.* [the mail elections as provided in Article XI of these By-Laws.]

7. The Committee on Student [Affiliates] *Activities* shall consist of [five] *six* members [elected by the Council] from different parts of the country *elected* for [staggered] terms of [five] *three* years. It shall be the duty of this Committee to represent the interests of the Student [Affiliates] *Journal Group*, to encourage *membership in the Student Journal Group* and the organization of local groups, and to stimulate interest in the Association among those in training for the profession. This Committee shall add student representatives to its own membership.

8. The Committee on Public Relations shall consist of three members elected [by the Council] for terms of three years. It shall be the duty of this Committee to advise the Executive Secretary on matters pertaining to public relations.

[9. The Committee on Publications shall be elected in accordance with the provisions of Article XVIII, Section 4.]¹²

¹² See Article XVII, Section 4.

[10. The Conference of State Psychological Associations shall be elected in accordance with the provisions of Article XV, Section 3.]¹³

[11.] 9. All committees [appointed by the Association shall submit, three weeks in advance of the annual business meeting of the Council of Representatives, a] shall report annually in writing to the [Recording Secretary, in order that the Council may discuss and act upon recommendations arising out of such reports] Council of Representatives.

ARTICLE [XIV] XII

[Affiliations and Branches of the Association]

Regional Psychological Associations

1. [The Association shall encourage the organization of psychological societies and associations formed in accordance with general or special interests in psychology.] *A Regional Psychological Association may, upon vote of the Council of Representatives, become affiliated with the American Psychological Association, provided that a majority of its members are members of the American Psychological Association.*

2. [Any association or society with aims similar to those of the American Psychological Association may petition the Council of Representatives for affiliation by submitting a statement describing its aims and purposes, together with copies of its By-Laws and lists of its officers and members. Upon the receipt of such a petition the Council of Representatives shall refer it to the Board of Directors for examination and recommendation, and shall act upon it at the next succeeding annual meeting.] *An affiliated Regional Psychological Association shall be representative of all the interests of the psychologists within a given region. For the purposes of these By-Laws a region shall be understood to be a major geographic area. The objectives of an affiliated regional association shall fall within the scope of those objectives specified in Article I of these By-Laws, and its membership shall not be restricted on any basis other than residence and psychological qualifications.*

3. [The conditions under which affiliation shall be permitted are as follows:

a. The Association shall assume no responsibility whatever for the administration or the financial affairs of affiliated organizations.

b. The responsibility for scientific programs rests with the affiliated organization except that, when meeting at the same time and place as the Association, the affiliated organization's program must be coordinated with that of the Association and its Divisions through the Convention Program Committee.

c. Each affiliated organization shall determine its own membership requirements and form of organization.

d. Each affiliated organization shall exercise such control over its membership that membership in the affiliated organization shall not imply membership status in the Association.

e. The Executive Secretary shall include in the Yearbook such information about the affiliated societies, their members and officers, as may be deemed appropriate.] *An affiliated Regional Psychological Association shall exercise such control over its membership that membership in the affiliated association shall not imply membership in the American Psychological Association.*

4. In the event that the Council of Representatives believes that the conditions of affiliation are not being fulfilled by [a given organization] *an affiliated Regional Psychological Association* or that its affiliation is no longer [to] in the best interest of the *American Psychological Association*, the principal officers of the [affiliated organization] *Regional Association* shall be so informed and the affiliation may thereafter be terminated by a two-thirds vote of the Council of Representatives.

[5. The provisions of this Article shall apply to societies or clubs formed by student affiliates who are under the jurisdiction of the Committee on Student Affiliates (Article XIII, Section 7).]

ARTICLE [XV] XIII

State Psychological Associations and Their Representation

1. A State [organization] *Psychological Association* may upon vote of the Council of Representatives be affiliated with the American Psychological Association [in accordance with the provisions of Article XIV], provided that ten or more of its members are members of [this Association] *the American Psychological Association*. For the purposes of organization, The District of Columbia, the present Territories of Alaska and Hawaii, and the provinces of Canada are to be regarded as the equivalent of states. In areas where there are relatively few psychologists, an organization extending beyond state boundaries may be affiliated, so long as it does not include an area in which there is a state association.

2. [The] *A State [organization should] Psychological Association* shall be representative of all the interests of psychologists *within the state*. Its name should [preferably] be the name of the state, followed by the words "Psychological Association." *Its objectives shall fall within the scope of those specified in Article I and its membership shall not be restricted on any basis other than psychological interests and qualifications or place of residence or work.*

¹³ See Article XIII.

3. Each affiliated state society shall exercise such control over its membership that membership in the affiliated organization shall not imply membership in the American Psychological Association.

4. In the event that the Council of Representatives believes that the conditions of affiliation are not being fulfilled by a given organization or that its affiliation is no longer in the best interest of the American Psychological Association, the principal officers of the affiliated organization shall be so informed and the affiliation may thereafter be terminated by a two-thirds vote of the Council of Representatives.

[3.] 5. There shall be a Conference of State Psychological Associations composed of [representatives] Delegates who shall be members of the [APA] American Psychological Association and who shall be elected by the associations affiliated under these provisions [for staggered terms of two years] in accordance with procedures established by the Conference. Each state association shall elect one [Representative] Delegate to the Conference for each 100 members or fraction thereof.

[4.] 6. The Conference of State Psychological Associations shall elect its own Chairman and Secretary. It shall meet at least once each year. A quorum shall consist of at least one official [representative] Delegate from each of one-third of the member associations. It shall serve as a medium of integration, mutual help, and exchange of information [between] among State Psychological Associations.

[5.] 7. The Conference of State Psychological Associations shall, by preferential mail ballot, elect Representatives from its own membership to the Council of Representatives for staggered terms of three years. The number of Representatives which the Conference of State Psychological Associations shall have on the Council of Representatives shall be based upon the total number of members of the American Psychological Association who are also members of [the] affiliated State Psychological Associations and shall be determined annually in accordance with the provisions of Article IV, Section [2] 3, for determining the number of Representatives allowed to a Division. *No two such Representatives shall be members of the same affiliated State Psychological Association, and so far as possible the Representatives shall be from different geographical areas.*

ARTICLE XIV

Student Journal Group

1. There shall be a Student Journal Group consisting of graduate or undergraduate students in psychology. They shall have such privileges as may be granted by

the Council of Representatives, including special rates for the Association's publications.

ARTICLE [XVI] XV

Affiliations of the Association with Other Organizations

1. The Council of Representatives may establish affiliations with national and international scientific and professional organizations by two-thirds vote of those present at a regular meeting, may elect such representatives thereto as are necessary and proper, may authorize the payment of appropriate fees for such affiliation, and may terminate such affiliations when they are not in the interest of the Association.

[2. The Board of Directors shall nominate to the Council of Representatives for representatives of the Association in the Division of Anthropology and Psychology of the National Research Council double the number of names required. These names shall then be voted upon by the Council of Representatives, and the requisite number of names of members receiving the highest number of votes shall be presented to the Division of Anthropology and Psychology of the National Research Council as the Association's nominees for its representatives.]¹⁴

[3. The names of members submitted by the Executive Committee of the Social Science Research Council shall be voted upon by the Council of Representatives. The name of the member receiving the highest number of votes shall be presented to the Social Science Research Council as the Association's nomination for its representative.]¹⁴

ARTICLE [XVII] XVI

Central Office

1. The Association shall maintain a Central Office for the promotion of the objectives of the Association and its Divisions. The functions of the Central Office shall include the administrative detail of the Association, the business management of publications, issuance of the [yearbook] *Directory*, facilitation of personnel placement, promotion of public relations, and such other general and special services as are allocated to it by the Council of Representatives and the Board of Directors. Functions may be allocated to the Central Office by Divisions, provided they are consistent with these By-Laws. Details of arrangements between Divisions and the Central Office shall be [cleared through] approved by the Board of Directors.

¹⁴ These Sections represent unnecessary detail for By-Laws. At the present time many other such affiliations are taken care of by standing rules of the Council.

2. The Central Office shall be established at such a place and with such facilities as the Council of Representatives may direct.

3. [The Association shall employ an Executive Secretary as the administrative agent of the Association and as managing] *The Executive Secretary shall be the director of the Central Office [to work under the supervision of] and as such shall be responsible to the Board of Directors. [He shall be available to the officers and committees for professional consultation in connection with the affairs of the Association. He shall be employed for a term not to exceed five years, and shall ordinarily not be reappointed more than once. During his term as Executive Secretary he shall not hold any office within the Association or any of its Divisions.]*¹⁵

[4. The Board of Directors shall nominate a member of the Association to the Council for appointment as Executive Secretary. Election of the Executive Secretary shall be by a two-thirds vote of those present at a regular meeting of the Council. The Executive Secretary may be removed from office before the expiration of his term by a two-thirds vote of those present at a regular meeting of the Council of Representatives if it appears that the best interests of the Association are not being served by the incumbent.]¹⁵

[5.] 4. [A budget for the Central Office shall be recommended by the Finance Committee and approved by the Council of Representatives.] The Executive Secretary [may] *shall* appoint such office personnel and acquire for the Association such office materials and equipment as the budget specifications warrant, except that *major* appointments to his staff shall be approved by the Board of Directors.

[6.] 5. The Executive Secretary shall report annually on the [non-fiscal] operations of the Central Office to the Board of Directors and to the Council of Representatives [through the Board of Directors]. [This report shall supplement the report on fiscal operations presented by the Treasurer.] A summary of the report shall be presented to the Association[,] at the session of the Annual Convention devoted to Report of the Council of Representatives, and shall be published in the [official journal of the Association] *American Psychologist*.

ARTICLE [XVIII] XVII

Publications

1. Such records, reports proceedings, [and] journals [containing scientific papers] and other publications shall be published as are authorized by these By-Laws or by vote of the Council of Representatives. [at any duly constituted meeting.] Among these journals shall be an official [journal] organ, known as the *American*

Psychologist, which shall contain discussion of professional problems, programs, reports, proceedings, announcements, presidential addresses and such other official papers as the Council of Representatives may deem appropriate, and a journal which shall abstract the psychological literature and be known as *Psychological Abstracts*. Both of these journals shall be distributed to all members.

2. The Council of Representatives has the authority to acquire journals and other publications by purchase or deed of gift, and shall honor previous agreements contained in contracts or deeds of gift. With the approval of the Council of Representatives, Divisions may assign the business management of their own special [journals] publications to the Central Office. A Division may require its members to subscribe to its own special [journal or journals] publications.

3. The business management of the [journals] publications of the Association shall be the responsibility of the Board of Directors which shall submit a budget annually and shall report annually in writing to the Council of Representatives and to the membership on the financial status of the [journals] Association's publications. The Board of Directors may delegate its responsibility for the management of the [journals] publications to [the Central Office and to] the Executive Secretary, who [, acting as Business Manager of Publications,] shall be responsible for the annual preparation of the budget and financial report, and for the business details of the [journals] publications, in accordance with the policies outlined by the Board of Directors. He shall secure competitive bids for [the printing of the journals] publications and shall maintain accurate mailing lists of subscribers and shall be responsible for the storage and subsequent sale of back numbers.

4. The Council of Representatives shall elect a [Committee on] Publications [,] Board which shall [consist of] include three members of the [Board] Council of Editors and [three] six members of the [Council] Association who are not, at the time of election, editors of Association journals [,], and who are chosen to represent different interest areas of psychology. These members of [this committee] the Publications Board shall be nominated by the Board of Directors and shall serve for terms of three years, staggered so that one editor and [one member of the Council is] two non-editors are elected each year. [Membership of the Council Representatives on the Committee on Publications may outlast membership on the Council of Representatives.] In addition, the Treasurer and the Executive Secretary shall be ex-officio members of the Publications Board. The Chairman of the Publications Board shall be elected annually by the Council of Representatives upon nomination by the Board of Directors. It shall be the function of the [Committee on]

¹⁵ See Article VII, Section 7.

Publications Board to make recommendations to the Council of Representatives through the Board of Directors on *publication plans and policies, including recommendations on the management of [journals] publications, on the acquisition, initiation, or discontinuance of [journals] publications, and on the nomination of editors except the editor of the American Psychologist.* [The President and President-Elect shall be *ex officio* members of the Committee on Publications during their terms of office. The senior representative of the Council of Representatives on the Committee shall act as chairman of the committee.]¹⁶ The [Committee on] Publications Board shall meet at least once each year prior to the annual business meeting of the Council of Representatives. At this meeting the reports from the [Board] Council of Editors and the [Business Manager] Executive Secretary shall be reviewed, recommendations with regard to the management of the [journals] publications prepared, and nominations for editorship made. At its discretion the [Committee] Board may invite representatives of any of the publications of the Association or of the Divisions of the Association to be present to consider common problems.

5. The [Board] Council of Editors shall consist of the editors of *all* the journals of the Association. It shall be the duty of the [Board] Council of Editors to outline general editorial policy, and to supervise the editorial conduct of the journals. The [Board] Council of Editors shall select its chairman annually. [The Board] It shall have power to draw up rules and regulations for the conduct of its own meetings, for the guidance of editors, for the selection of assistant and associate editors, and for the submission of manuscripts. [The Board] It shall [prepare] submit to the Council of Representatives an annual report in writing on the editorial conduct of the journals which shall include a summary of the number of manuscripts received, accepted and rejected.

6. Editors of Association journals *except the American Psychologist* shall be elected for a term [of] *not to exceed* six years, one or two editors retiring at the end of each calendar year. [(The present editors of Association journals shall continue for the remainder of their existing terms at the time of the adoption of these By-Laws.)] *Such* editors may be re-elected for one term only, except in the case of Psychological Abstracts, where a longer period of service may be authorized by vote of the Council of Representatives. Election shall be by the Council of Representatives

¹⁶ The changes made in Section 4 are not policy changes but are made to widen representation on the Publications Board and provide that the responsibility for all the publications of the Association shall be in the hands of the Publications Board.

upon [receipt from the Committee on] *nomination by the Publications Board.* [of at least two nominations for each vacancy.] Editors shall normally be elected one year prior to their taking office as editor. In the case of the disability or resignation of any editor, the [Board] Council of Editors through its chairman shall be responsible for the editorial conduct of the journal concerned, until a successor is duly elected to fill the unexpired term [by a mail vote of the Council of Representatives upon the recommendation by the Committee on Publications of at least two names for the vacancy.] By two-thirds vote of those present at an annual business meeting, the Council of Representatives may terminate an editor's term before its normal expiration.

7. *The editor of the American Psychologist shall be nominated by the Board of Directors and elected by the Council of Representatives. His length of service shall be determined by the Council of Representatives upon recommendation of the Board of Directors.*

8. It shall be the duty of each editor to conduct his journal in conformity with the general policies outlined by the [Board] Council of Editors [.]; [The decision of an individual editor as to the selection or rejection of manuscripts submitted to him shall be final. Once each year, each editor shall submit to the Committee on Publications a written report concerning the state of the journal which he edits.] *in addition, the editor of the American Psychologist shall be responsible to the Board of Directors in matters relating to professional policies and public relations of the Association.*

ARTICLE [XIX] XVIII

Annual Convention

1. There shall be an Annual Convention of the Association at a time and place to be determined by the Council of Representatives. Announcement of time and place of the Annual Convention shall be made by the Council of Representatives one year, and plans shall be made at least two years, in advance thereof.

2. All Divisions of *and groups within* the Association [and affiliated societies] may [arrange] *propose* programs [at] for the Annual Convention[.] *to the Convention Program Committee, which shall have the responsibility of accepting and rejecting such proposals. Joint meetings with related societies are subject to the approval of the Board of Directors. The Convention shall be arranged by the Convention Program Committee in conjunction with the Central Office.*¹⁷

¹⁷ The great increase in the request for scheduled sessions during the Annual Convention has made it necessary that the authority for their coordination be centralized. These changes are not intended to withdraw from Divisions their responsibility for planning their programs.

3. The Central Office shall provide such counsel and material assistance to the Division Program Committees and to the Convention Program Committee as may be requested and as seems to the Executive Secretary and the Board of Directors to be most effectively and economically provided by that office without prejudice to the best interests of the Divisions and the Association.

4. [In lieu of an annual business meeting of members,] The Convention Program Committee shall [provide for] arrange a session at the Annual Convention [on] for the Report of the Council of Representatives with the President of the Association presiding, such session not to conflict with other major program interests. At this session, the Council of Representatives shall submit a summary report of its business for the year, including summary reports from the Treasurer, the Board of Directors, and the Executive Secretary.

ARTICLE [XX] XIX

Dues and Subscriptions

1. The [annual subscription] *basic Association dues* to be paid *annually* by Fellows [,] and Associates [, Student Affiliates, Division Affiliates, State Affiliates, and Foreign Affiliates] shall be determined by the Council of Representatives and shall include *subscriptions to the American Psychologist, Psychological Abstracts, and the Directory. In addition to the basic dues each member shall pay a fixed amount, to be determined by the Council of Representatives, for each Division over and above one to which the member belongs.* [Non-payment of dues for two consecutive years shall be considered as equivalent to resignation from the Association.]

2. [Subscriptions of Fellows, Associates, and Student Affiliates shall entitle them to the official journal of the Association, to *Psychological Abstracts* and to the *Yearbook.*] *The annual dues to be paid by Foreign Affiliates and the publications of the Association to which they are entitled shall be determined by the Council of Representatives.*

3. [The annual subscription of Division Affiliates, State Affiliates and Foreign Affiliates (non-members of the Association) shall be set by the Council of Representatives over and above such fees as the division or state associations may require. For this subscription, Division Affiliates and State Affiliates shall receive the official journal and the *Yearbook.*] *Nonpayment of dues for two consecutive years shall be considered as equivalent to resignation from the Association.*

4. There shall be made available to each Division [to which an Associate or Fellow belongs, one dollar from his subscription for the specific use of that Division. For the use of the first Division to which the member

belongs, this sum shall be made available from the general subscription; for each additional Division, one dollar shall be collected from the member in addition to the general subscription, and made available to this Division for its use.] *a fixed amount, to be determined by the Council of Representatives, from the dues paid by each member of the Association who is a member of that Division.* A Division may require additional [subscriptions] *dues* of its own members.

[5. The Central Office shall act as the collection agency for the Divisions.]

5. All unexpended funds at the end of the fiscal year allocated to Divisions from Association [subscriptions] *dues* shall revert to the treasury of the Association, *unless the Board of Directors shall have authorized a Division to retain for a specific purpose any part or all of an unexpended balance.* [This] *These provisions* shall not apply to any special [subscriptions made] *assessments collected* in the name of the Division. [, and specified as nonreverting.]¹⁸

6. *The Council of Representatives may authorize special subscription rates to publications of the Association for special groups of subscribers.*

ARTICLE [XXI] XX

Amendments

1. The Association, by mail vote of the members on the official rolls of the Association at the time of mailing, may adopt such By-Laws or amendments to By-Laws as it deems necessary for the management of the affairs of the Association, the prescription of the duties of officers, committees and employees, and for the conduct of all kinds of business within the objects and purposes of the Association.

2. Amendments may be proposed (a) by the Council of Representatives [on its own initiative; or as the result of recommendations from] , (b) by the Policy and Planning Board [,] or from [,] (c) by the Board of Directors, when approved by the Council of Representatives by a majority vote [,] or on [,] or (d) by petition signed by 200 members of the Association. A copy of each amendment proposed, with space appropriate for voting and such explanations of the Amendment as the Council of Representatives deems necessary, shall be mailed to the last recorded address of each member. Sixty days after date of mailing, the [ballot] *poll* shall be closed and the votes counted by the Election Committee, which shall certify the result to the Council of Representatives at its next annual meeting, at which time the amendment, if passed by two-thirds of all the members voting, shall go into effect.

¹⁸ This change is designed to meet requests received from a number of Divisions that they be authorized to retain unexpended funds.

PERSONNEL PLACEMENT ACTIVITIES OF THE APA

HELEN M. WOLFE

American Psychological Association

LOCATING qualified people to fill psychological positions is one of the responsibilities of the American Psychological Association. This report will present the record for 1949 and, in addition, will include information about some of the current trends concerning employment in psychology as those trends appear in the operation of the APA Placement System.

PLACEMENT ACTIVITIES IN 1949

Suggestions made by the APA's Placement System resulted in 47 placements during 1949. Appointments were made from other sources in 122 cases, no appointment was made in 41 cases, and no reply, or no final decision during 1949, was obtained as an answer to various follow-up letters in 108 cases.

Psychologists are usually surprised that more placements are not made; and the staff itself is eager to raise its percentage. An estimate of the cost of the Placement System is \$8,000, including the rental on the space and the annual convention activity; and if the psychologists who were placed were charged 5 per cent of an estimated average salary of \$4,500, the Placement System would have had a gross income of \$10,575. Of course some of this money would have to be spent in expenses of collection if we were actually trying to collect; still, it is cheerful to know that we could be a commercial success with 47 placements annually.

These activities can be compared with the placement activities of other associations.

[For the *American Philosophical Association*], "individuals register with the Committee on Information Service on a standard card. The Committee circularizes 700 colleges each year, indicating the availability of the service and soliciting notice of vacancies. Information obtained from the colleges is sent directly to registrants on another form, after an initial selection has been made from the file of registrants. In a few cases where desired by appointing officers, a list of candidates is sent directly to the college. The Committee received a total of 247 applications in 1949 and

notice of 57 openings. Seven applicants were known to be placed as a result of this work. The *College Art Association* maintains a placement bureau which receives and files application forms from members. When employing institutions inquire, the office sends out information from this file about one or more candidates, but makes no recommendation. About 200 applications are on file and the Association has helped place 10 to 15 applicants each year for the last ten years. The *American Anthropological Association* reports that inquiries regarding job opportunities for potential candidates have begun to be received but the establishment of a file and referral process has evidently not taken place. The *American Political Science Association* has received numerous notices of openings in the field, to which it replies by giving the names of registrants who seem to have the required qualifications. No record has been kept of the number of placements made. . . . In three cases where annual cost estimates were available, they ran from \$200 to \$500."¹

By contrast with the placement activities of these societies, APA's costs more, places more, and has a more complete system.

In the years since the APA Placement System was started, there has been a progressive change in the manner of handling certain classes of positions, usually beginning positions. Initially, internships, graduate assistantships, industrial positions, department chairmanships, and all other types of jobs were handled alike. But to an increasing extent, we have published information about jobs, instead of handling them by sending lists of candidates to employers. The first change was to publish in 1946 an article prepared by the APA's Committee on Graduate and Professional Education which gave information about graduate training. It included tables showing the fields of psychology in which each major institution granted the MA and PhD degrees. A primary purpose of this article

¹ Wellemeier, J. F. Placement Services among Constituent Societies of the American Council of Learned Societies. Mimeographed report, Annex to CS Agenda No. 6.

was to let the ex-GI who hoped to take up graduate work in psychology know where he could get the type of training he desired. The published list provided an easy way of answering the many individual inquiries that we received.

The same 1946 report also included a list of graduate assistantships and fellowships in psychology. Descriptions of these were also published in 1948 and 1949, but not in 1950. Some associations print such lists annually; the APA is at present committed to no set policy.

Comparable to the list of assistantships is the list of available internships published in 1948 and 1949. That list will also be brought up to date and reprinted as frequently as seems necessary.

Publication of lists of assistantships, fellowships, and internships makes it unnecessary to handle such positions individually, makes the information available on a wide basis, and makes it unnecessary for individual applicants for these student-level positions to register with the APA. Instead, each student who wishes to apply has available information about the whole range of possible positions. He can select the ones which interest him and apply directly.

We are now making arrangements to treat another class of jobs by general publication instead of by individual handling—positions under State Civil Service Commissions and State Merit Boards. There are difficulties in handling these positions through the Placement System. The main one is that state residence is frequently required of applicants and the small number of registrants from any one state may include no qualified person. An auxiliary difficulty is that the announcements frequently reach us too late to allow publication in the Notes and News before the deadline for filing applications.

Until a list of State Civil Service authorities is published with information about each state's positions and regulations, anyone interested in employment by a state agency should know that:

1. The State Civil Service Examiner's office, a usual first place to apply, is normally located in the state capitol.
2. Civil service examinations, under the personnel shortages of the last few years, have frequently been repeated annually.
3. Psychologists can ask to be placed on mailing

lists to receive announcements of examinations for which psychological training is required.

4. State residence is a usual requirement but is often waived for higher ranking positions and for any position for which there is a shortage of qualified personnel. At the present time, state residence is usually waived at the PhD level. It can be predicted that an over-supply of PhD-level psychologists will first occur in New York, and that the resident psychologists of that state will be the first to urge the establishment of state residence as a criterion for employment. From present knowledge of the location of psychologists, it can also be predicted that the western plains states will be among the last to require state residence at higher levels.

Through publication, the APA can make information available concerning state positions. But if the state psychological associations publish news letters, it would probably be advantageous for one issue a year to include descriptions of positions within the state which depend on state residence. Perhaps annual listing is unnecessary, but notice could be made of a change in the character of state civil service positions for psychologists, as these changes occur.²

A further development of the general plan of making information about vacancies as widely known as possible is the growing custom of describing positions in the Notes and News columns of the *American Psychologist*. Open advertising of government positions has long been the practice. Open advertising of academic positions, while common in the United Kingdom, has not been the custom in this country. We have been encouraging such announcements, however, for in no other way can a vacancy become known to as wide a range of potential candidates and in no other way can the appointing officer be as certain to secure applications from as large a group of applicants. Since the *American Psychologist* was founded, in 1946, the number of such announcements has been 38, 55, 79, and 128 annually.

In general, appointing officers have been pleased with the results of these announcements. Normally we never know whether the announcement has led to actual employment or not, but during 1948 we made a special follow-up of the 26 notices in the November and December issues. By January of

² Missouri is already collecting data for such a survey.

1949, four vacancies had been filled, and three employers stated that they might fill their vacancies later. Only one employer stated that he would not use such an announcement again.

Last July the following letter was received regarding an open announcement of a vacancy: "Approximately 35 individuals, all meeting the qualifications outlined, applied. We made no other efforts to locate applicants. . . . In the future, however, I would plan to make the ad statement even more precise in order to narrow the number of applicants."

If a time comes when applicants far outnumber positions, employers may be reluctant to announce vacancies openly for fear they will be flooded with applications. We hope, however, that the custom of printing announcements will continue. The employer can always prepare a form letter with which to reply to candidates who are not going to be considered. And regardless of the state of the market, the open announcement will always provide the employer with the widest choice of candidates from which to select. We believe that psychology as a profession is better served by open announcements.

These various changes in the methods of handling different kinds of jobs all add up to a consistent trend toward concentrating the attention of the APA Placement System on the positions which are of a higher level, more individual, or more difficult to fill, on positions for which psychologists from all over the country can be considered, positions at the higher levels of Federal employment, and positions which have specialized requirements for which only a relatively small number of persons are qualified.

WHAT IS THE JOB MARKET FOR PSYCHOLOGISTS?

When beginning positions, internships, and positions for which a large number of psychologists are desired are being handled by general publication, it is difficult to state from the records of the Placement System just what the job trend is. The actual figures show that the job requests handled as individual "job sorts" in the Placement System have grown fewer in the past three years. Table 1 shows the summary of these facts.

The categories are not mutually exclusive. If a position was not filled earlier in the year through a job sort, it might be listed at the annual meeting, and later in the *American Psychologist*.

I regard 1947 as the year in which there were the

TABLE 1
Job requests handled in different ways, 1943-1949

Year	Handled by Placement System	Handled at APA Meeting	Announced in the American Psychologist	Published Lists of	
				Assistantships and Fellowships	Internships
1943	215	0	0		
1944	198	0	0		
1945	267	0	0		
1946	336	0	38	X	
1947	434	74 ¹	55		
1948	374	70	79	X	X
1949	318	41 ¹	128	X	X

¹ These positions are all also included in the count of those "Handled by Placement System."

fewest well-trained psychologists looking for work; there were many vacancies. There were more registrants in 1948 for more jobs. In 1949, the number of jobs had diminished, and the number of registrants had increased. In 1950, the quality of the registrants was much higher.

New positions are being set up for many different types of psychologists in many different types of agencies. This fact seems as true in 1950 as in 1949 or 1948. But I doubt if the urgency of the demand for psychologists can continue in the face of the large numbers of graduate students who will soon be obtaining their doctor's degrees.

For the employer, this change in the market will be a blessing. Colleges which have been unable to obtain well-trained psychologists will again be able to hire them. Already, some colleges which have for the last few years employed temporary instructors without their doctor's degrees are replacing these with candidates holding the PhD. Government agencies which have been unable to employ psychologists unless they could offer the inducement of "temporary indefinite" or immediate employment will find PhD psychologists more willing to wait the six months to a year which is required to obtain a ranking on the permanent registers.

Other indications of a change in the job market for PhD-level psychologists during the spring of 1950 are: (1) heads of departments who had previously been offering positions to registrants with unfavorable references, if they had the technical qualifications, began to reject such appli-

cants; (2) the number of job requests in 1950 is falling off slightly; (3) positions for which the employer stated he would consider a non-PhD registrant have been accepted by PhD's; (4) heads of departments with large numbers of graduate students obtaining their PhD's took pains to see that these students registered with the APA Placement System; (5) several auxiliary units of the psychological world inquired, for the first time, as to how they could survey job opportunities in their region.

The MA-level psychologist is increasingly difficult to place. Ewen Clague, Commissioner of the Bureau of Labor Statistics, has made the statement for the newspapers that "With graduate training, there are good chances now, but more competition will be coming for those with only Master's degrees." I myself believe that the positions for this level of psychologist are as numerous in 1950 as in the last five years, but that by comparison with the past, tremendous numbers of MA's in psychology are being granted. The Federal Security Agency counted MA's in psychology at 1200 in 1948, and at 1455 in 1949; but data from certain institutions, among them CCNY, Rochester, Syracuse, University of Pennsylvania, and Northwestern, were not included in the 1949 tabulation, and therefore the 1949 number is a decided underestimate. In the face of so many qualified candidates for positions at the MA level, vacancies cannot continue to exist, and the employer will be able to select candidates with favorable references, or with additional graduate work or other education or experience, when vacancies do occur.

The problem for the profession of psychology is to encourage the qualified graduate student—qualified in terms of intelligence and personality and scientific interest—while discouraging the unqualified. It is a question of whether the processes of selection work better at the time of admission to graduate school or at the time of attempting to obtain the first position. That an oversupply of MA-level psychologists will soon occur is supported by facts from the APA office, from the Bureau of Labor Statistics, and by trends in other fields. The profession must ask itself whether it wants MA-level psychologists of excellent calibre because they have been selected from a large group of educated students, not all of whom can hope to obtain positions, or whether it wants to educate only as many at the MA-level as can find

positions, selecting those of excellent calibre for further education.

TYPES OF PSYCHOLOGISTS IN DEMAND

There are certain types of vacancies which are difficult to fill. From the number of notices in the *American Psychologist* requesting clinical psychologists, it may be inferred that the clinical field is most in need of well-trained candidates. In the clinical field, job requests run the entire gamut from interns and psychometric technicians to heads of clinical agencies.

Other vacancies of a recurring type, for which it is difficult to find enough candidates, are these:

1. Social psychologists to work in a government agency or on contract research. Since those working in a government agency will normally have access to classified information, security clearance is required. These vacancies are usually for men and ordinarily require a PhD and publications. The candidate must be able to direct the work of subordinate psychologists and get along cooperatively with the non-psychological executives in supervisory charge of the program.
2. School psychologists, both at the MA and the PhD level. All of them, at their various ranks, must get along well with various groups in the community; and to be permanently satisfactory for the positions, they must enjoy the scrutiny which is the penalty and the leadership which is the pleasure of a community position.
3. Experimental psychologists, to teach the introductory course, the experimental laboratory, and other assorted courses; with PhD, usually men. These requests come from all kinds of colleges and universities. It is frequently most difficult to find men who will fit in well with the other faculty members of denominational colleges.
4. Child psychologists, women preferred, with PhD in the field of child or child-clinical, with internship or other preliminary experience, to work in a university child clinic, sometimes also able to teach undergraduate or graduate students.
5. Industrial psychologists, with PhD, to head research programs of large industrial concerns. The smaller firms expect to take new PhD's; the larger ones, with programs involving the direction of other psychologists, expect a candidate with some experience plus publications in his field. Sometimes statistics is stressed and sometimes test tech-

niques. The PhD is not always as strictly required as for the positions listed earlier, if the candidate can demonstrate publications and knowledge of statistics without the degree. The candidate must present a good appearance, be able to get along with people, and be able to adapt scientific language to commonsense purposes; but he is being hired for his scientific knowledge and not for his common sense.

The job requests sent to the APA do not always fairly sample the total number of jobs in a field. Academic vacancies usually ask for the young PhD; senior positions are more likely to be filled by promotion or by recruitment through other channels. In industrial jobs there is an opposite bias. The APA seems to be known to industry as a source of information about people to fill top-level positions. Rarely do we receive a job request for junior positions in industry.

Government jobs similarly show a bias toward upper positions. Junior positions are more likely to be filled by appointment from a regular Civil Service register.

In contrast with the positions described above, candidates for guidance positions who register with the APA outnumber the positions we are asked to help fill. Consequently these registrants may have to wait a long time before the APA is able to refer their names to possible employers.

Though psychologists sometimes occupy positions as deans of men and women, and as teachers in the field of educational psychology, the employers who have such positions to fill rarely list their vacancies with the APA Placement System.

VACANCIES AT HIGHER LEVELS

In the years immediately following World War II, there was a great shortage of young psychologists with newly granted PhD's to take beginning positions—in academic circles at the instructor or assistant professor level, in government positions at the P-4 level. Psychologists who had received the PhD before the war had accumulated several years of experience and were ready for somewhat more advanced positions; those who did not yet have the PhD were in many cases more eager to get it than to accept immediate employment. Now, however, the universities are turning out a larger number of young PhD's. That fact is beginning to ease the recruiting problems of universities; but it still leaves a problem for government agencies, because of the experience requirements for civil serv-

ice positions. There are now beginning to be available young men ready to accept government positions at the beginning professional level of GS-11 (formerly called P-4), but there is still a shortage of men available for the higher levels of GS-12 to GS-15 (P-5 to P-8). This shortage puts the government agencies in a dilemma: they can sometimes hire a staff more easily than they can find someone to head the staff. Or, they can find no one with the requisite number of years of experience for the top position who is as competent as some of the younger men they can find to work under him.

With the passage of the years, the present war-caused gap in the ranks of psychologists who are now at the assistant or associate professor level (P-4 to P-7) will not be as noticeable.

Government policies have complicated the shortage by making research grants available to universities. That is a desirable policy, but it has the immediate disadvantage that the government has blocked itself from employing some of the people whom it would like to have serve as administrators of its research programs. Why, a number of men have asked, should I give up my university position with the generous research grant the government has made, to come to Washington to work for the government? The more able a person is as a research psychologist, the more likely it is that he has received or can secure a research grant. Thus, with some exceptions, the more able a person is, the more desirable the government makes it for him to stay at his university. Yet the psychologists who are applying for and receiving such research grants like to think that their requests and their reports are being reviewed by able specialists in psychology. Consequently, they like to have top-notch psychologists administering the federal psychological programs—but usually they want someone other than themselves in the reviewing position.

One result of this situation has been the appointment of advisory panels and committees attached to the federal agencies. With such panels, the government agencies are able to use the judgment of a number of psychologists whom they could not attract for full-time positions.

EDUCATIONAL REQUIREMENTS

Table 2 gives the educational standards asked for by employers who list their positions with the APA. Leaving out of consideration the positions in which the employer did not specify the academic degree

TABLE 2
Degree requirements of vacancies listed with the APA

Degrees Required	Notes and News, 1949		Placement System, 1949		Placement System, 1950 Jan. to May	
	N	Per Cent	N	Per Cent	N	Per Cent
1. PhD	52	52	192	61	74	70
2. Prefer PhD	8	8	18	6	11	10
3. MA	36	36	99	31	21	20
4. AB	4	4	7	2	0	
5. Not specified, or dependent on qualifications	26		2		7	
6. Other (MD)	2		0		0	
	128		318		113	

required of candidates or was willing to make the appointment flexible in terms of salary or rank depending upon the appointee's qualifications, in 1949, 67 per cent of the employers wanted applicants with the PhD and 61 per cent required that degree. Figures were about the same for the positions advertised in the *American Psychologist*. About a third of the positions were at the master's degree level; practically none were available to people without any graduate degree. Figures for the first four months of 1950 show an even greater insistence on the PhD; 70 per cent of employers listing jobs between January 1 and May 1, 1950 required the PhD and an additional 10 per cent preferred it.

There are, of course, positions in psychological work for persons with the AB and there are more positions than our figures indicate for those with the MA. But these figures demonstrate that it is not very worthwhile for an applicant without at least an MA, and preferably with a PhD, to register with the APA Placement System. The APA Placement System, from the standpoint of the present vacancies listed, is ideally adapted to giving the new PhD candidate a wider choice of positions than he would obtain through his major professor.

Employers sometimes need a clearer idea than they have of what they can expect in people with different levels of training in psychology. Granting that neither ability nor experience follow exactly the degrees a candidate has earned, nevertheless degrees do indicate the general type of competence which may be expected.

The bachelor's degree in psychology has no specific vocational meaning because the universities have never agreed on specific requirements for an undergraduate major in psychology. If therefore a position is offered at the AB level, all that can be expected is a college graduate who has some exposure to psychology. There is no guarantee that he has had any designated course or that he possesses any designated skill.

The master's degree in psychology may simply be an extension of the kind of unspecified education given to undergraduates. But it is more likely to mean that the candidate has acquired skill in some of the psychological techniques. The techniques have to be specified; they may be testing, statistics, handling of experimental apparatus, interviewing, counseling, or teaching. Ordinarily in seeking someone at the master's degree level, the employer is looking for a technician who is either able to perform, or is ready to learn fairly quickly, certain prescribed duties.

The doctor's degree normally will indicate that the person has either a knowledge of a wider variety of techniques or a more thorough mastery of some than does a person at the master's degree level. More importantly, it should also mean that the person knows when to apply certain techniques as well as how to apply them. Possession of the doctor's degrees should also carry with it the implication of a more generalized knowledge of psychology, its history and theory as well as its applications, than can be expected of one at the master's degree level. And it implies the ability to do much more independent work than can normally be expected of those with less training.

HOW TO USE THE APA PLACEMENT SYSTEM

Advice to registrants: Registration is open only to APA members (Fellows and Associates) because so few non-members are qualified for the vacancies which are listed with us.

At least a month is required after you register with the APA before your credentials are ready to mail to prospective employers. The time is taken up by securing endorsements from those whom you name as references, and in collating the information you and they supply in order to prepare a summary of your credentials in the form in which we send them to perspective employers.

It is a good policy to ask your references in advance whether or not they care to endorse you.

They should know you well enough so that they have no hesitancy in answering requests from the the APA or from prospective employers. A prospective employer may also write to your former supervisors, but you need not make advance arrangements with them unless you specifically list them as references.

It may be much longer than a month after you register before your name is referred to a prospective employer, for it may be some time before a job fitting your specifications is listed with the APA. The more strictly you limit the type of position or the geographic region which you are willing to consider, the fewer are the jobs to which you can be referred. We had one registrant who was available for positions only in one specified section of Brooklyn; we have never had a job request from that part of Brooklyn.

Keep the information on file with the APA up to date. If after you register you earn an additional degree, if you are promoted in your job, if you move, if you publish articles, or if your standards change, let us know promptly. There is little value in sending a prospective employer out-of-date information and none at all in referring you for a position that you would not accept anyway.

If you are interviewed for a position, make certain that the interview closes with a definite agreement as to what should be done next. On several occasions we have had reports from a prospective employer that a registrant "accepted our invitation to come here and talk things over, but we never heard from him again to find out whether he was really interested or not" while from the registrant we have learned that "I accepted their invitation to go there and be looked over, but they never wrote to offer me the job or to tell me that they were offering it to someone else." There is little excuse for such an unsatisfactory termination of an interview between a prospective employer and employee. If a candidate fails to hear within two or three weeks from an employer who has interviewed him, he should feel perfectly free to write saying (a) that he has accepted another position and is no longer available, (b) that he is being considered for other positions but that he still thinks favorably of the one which they discussed and would appreciate learning what, if any, decision has been made, (c) that he is still available and interested in knowing whether or not a decision has been made, or (d) anything else that is appropriate

under the circumstances. Some employers are employing someone for the first time. If the employer allows the interview to terminate inconclusively and fails to follow it up with some definite action, the applicant can help educate him by writing a polite letter of inquiry.

Read the descriptions of the jobs in the *American Psychologist*. If you find one that interests you, apply directly to the appointing officer. If he wants your APA placement credentials sent to him, write us and tell us so. We are glad to mail out copies of your credentials if the employer wants to see them.

Advice to references: It is always helpful to have as specific information as references can give, whether the information is favorable or unfavorable. No good purpose is served by failing to send in a reference because it must be unfavorable.

When writing references do not address other psychologists of a specific school of thought. An example of a reference which is doubtless bewildering to a university administrator is this one: "Although given every opportunity and encouragement to be doctrinaire in his psychological thinking, (Mr. X) has deliberately escaped this fatal ailment and has shown through his research interests a broad and mature approach to psychology." Translated, this statement means that student "X" remained the graduate student of the writer even though a "doctrinaire" professor also wanted him as a graduate student. It would seem more to the point for his major professor to have written: "Several professors in this institution would have liked to have had Mr. X as a graduate student because of his general excellence. I am glad that he remained with me because I expect him to develop into a leading psychologist."

Two specific statements occasionally made by references, apparently as a general expression of dissatisfaction with the registrant, are uninformative to the office and useless to prospective employers. One is that the candidate is "very young," said in a deprecating manner. We have had that statement made about an obviously bright young man who was getting his PhD at the age of 23 in spite of having taken two years' time out for military service. Of course he is young. But that fact is less important than the possession of the ability to complete his PhD after the average number of years of schooling necessary to secure an AB. If the reference means that he is socially or emo-

tionally immature for one of his age, that fact can be stated much more explicitly, and usefully, than by saying in an indiscriminating fashion that he is "quite young."

The second descriptive phrase used ambiguously is given in answer to the question "For what type(s) of employment do you think the candidate is best qualified by his personality, his aptitudes, and his training?" The answer "Teaching in a small college" appears to be used in two ways. Used honestly, such a statement can be very helpful to the administrative officers of a small college, for then it means that the candidate is the sort of person who will fit constructively and happily into a small college situation, the sort of student about whom one can write: "This man should be a successful teacher. He has handled quiz sections successfully and has already lectured to classes effectively. He gets his grades in on time and appears to be interested in helping his students. He plans, as far as I can see, a life career as a teacher and will not require a large research budget." Such statements should be made, of course, only if they are true. But if they are made only when true, the small colleges are more likely to seek later candidates from the universities from which they got effective teachers earlier.

But sometimes the recommendation "teaching in a small college" appears to mean "He isn't good enough for a good job; I hope I never see him again." Such an attempt to use the small colleges as a Siberia to which the universities can exile their mistakes could and should react against the universities from which such recommendations come.

Advice to employers: The recommendation forms used by the APA secure a franker appraisal of the applicant than is true of most forms used by college placement bureaus. Our system encourages a person writing a reference statement to list positive and negative characteristics, and thereby we have more meaningful information than when positive characteristics alone are mentioned.

Unless there is a specific reason to exclude a negative reference, we include on the form the worst or the best that is said of a registrant.³ If the

³ An example of a statement we partially omitted is the following: "Though he teaches the dullest subjects in this institution, those in experimental, learning, and schools of psychology, he makes his students feel enthusiastic about

statements received from the references are not consistent with each other, we nevertheless copy them.

We do not inform the registrant, ordinarily, of his referral for a position. It is essential that the employer write to the registrants in whom he is interested.

We attempt to include in the list sent out in response to a job request all those who meet the specifications. The candidates should be willing to locate in the region of the country, and should have the degree and experience requirements. If the employer requests a list of men, we do not include women. If he requests "a new PhD," we do not include more experienced candidates. We do send the list which results from sorting out all those who meet the specifications without regard to the quality of their references. The employer must make his own selection on the basis of what the references say.

We do not usually inform the employer of why the registrant is in the "Active File" of those seeking positions. We do not always know the reason ourselves, and suspect that some reasons as given are rationalizations. The only generalized statement that can be made is that the psychologist is interested enough in changing positions to keep his APA placement record up to date.

Employers can secure more carefully selected lists of prospects by giving as specific information as possible concerning the position to be filled, for that information allows the APA to do a better job of selecting the few registrants who most closely match the job specifications.

The final suggestion to prospective employers parallels advice given to applicants: do not terminate an interview with a candidate without arranging to give him definite information about your final decision. The more businesslike you are in handling applicants, the better reputation you will have as a prospective employer, even among the unsuccessful applicants.

Received April 15, 1950

these topics." The first clause in this statement relates to the personality of the reference, not to the candidate, and so the statement was paraphrased to read: "He teaches experimental, learning, and schools of psychology, and makes his students feel enthusiastic about these topics."



DOROTHY C. ADKINS

Professor of Psychology, University of North Carolina

Recording Secretary of the American Psychological Association

President of the Psychometric Society

Managing Editor of Psychometrika

Across the Secretary's Desk

THE NATIONAL SCIENCE FOUNDATION

A number of people have asked me what the newly-created National Science Foundation will mean for psychology. Details of the answer will depend upon the Foundation itself, but eventually, even if not immediately, psychology will have a place under each of the Foundation's three major functions:

Policy. The Foundation is directed "to develop and encourage the pursuit of a national policy for the promotion of basic research and education in the sciences." Performing that function will require the Foundation to survey the nation's scientific research efforts, both private and public, to locate gaps or areas of underdevelopment, and to make recommendations for the better overall advancement of basic research. In developing a national policy, the Foundation will have to consider the role of psychology in the whole field of science.

Grants. The Foundation is authorized to make grants for the support of basic research in the "mathematical, physical, medical, biological, engineering, and other sciences." Unfortunately, the whole area of social science is nowhere mentioned. Yet the legislative history is perfectly clear that the phrase "and other sciences" was included to enable the Foundation to support work in the social sciences when it wished to. It is as if Congress had said "We won't tell the Foundation that it must support the social sciences, but we will fix things so that it can whenever it wants to."

Scholarships and Fellowships. The Foundation is authorized to award undergraduate scholarships and graduate fellowships in the same unrestricted list of science areas in which it can make research grants. How many such awards will be made to future psychologists nobody knows. There may be some from the beginning. There are likely to be more if the social sciences are included later.

At present the Foundation exists only in law. The next step is for President Truman to select twenty-four persons eminent in the fields of science, education, or public affairs to serve on the National Science Board. After that he will appoint a Director who can then begin to recruit his staff and get the Foundation operating. Not before the middle of 1951 at the very earliest can the Founda-

tion be expected to award any fellowships or make any grants.

Members of Congress, government officials, and many scientists cooperated to bring the Foundation into existence. Several psychologists helped. E. Lowell Kelly was one. While still on duty with the Navy, he was detailed to the Senate to help draft the bills which were debated by the Senate in 1946. Willard L. Valentine was a second. As editor of *Science* he helped inform scientists of the issues involved and helped clarify their thinking about the Foundation. When the idea of a Foundation first arose in Congress, scientists were sharply divided upon a number of aspects. In order to bring scientists together and give them a means of resolving their differences and presenting their combined judgment to Congress, the Inter-Society Committee for a National Science Foundation was formed in 1947. I was elected as Secretary of that committee. As a result, the APA office has been a focal point for the work of scientists of all fields and varieties who have been actively working to bring the National Science Foundation into existence.

The act as it was finally passed is quite satisfactory legislation, even though in a number of respects it is less desirable than many of its supporters had hoped it would be. While the emphasis is clearly upon basic research, it can devote an unspecified portion of its energies to applied work. The budget has been limited to a maximum of \$15,000,000 a year, and that will not add greatly to the amounts already available from other sources. Additional money can be transferred from other agencies, but how much will be transferred and with what strings attached nobody knows yet. The administrative structure is more cumbersome than necessary in that decisions about research contracts and scholarships and fellowships must be made by the entire National Science Board.

Nevertheless, the Foundation should be given every possible support by scientists. For in having a highly placed agency instructed to emphasize fundamental research, and instructed to establish national policy for basic research and education in the sciences, the central importance of scientific progress in national affairs is given a recognition it has never had before.—DAEL WOLFFLE.

Psychological Notes and News

Diplomates of ABEPP. In four previous issues of the *American Psychologist* (Volume 3, Number 5 (May 1948); Volume 3, Number 8 (August 1948); Volume 4, Number 6 (June 1949); Volume 4, Number 8 (August 1949)) the American Board of Examiners in Professional Psychology has announced the award of its diplomas to 648 members of the APA in the indicated professional specialties. The Board announces herewith the award of its diplomas to another 164 members of the APA in the indicated professional specialties. These five announcements represent the award of 812 diplomas to senior members in professional fields of psychology, on the basis of a review of individual qualifications.

CLINICAL

Anderson, Carl L.
Anderson, Kate N. Stills
Baker, Harry J.
Baker, Lawrence M.
Bass, Libby G.
Bassett, Dorothy Mayhew
Bellinger, Lois W.
Beran, Marianne
Berkowitz, Bernard
Bettelheim, Bruno
Brigden, Robert L.
Brown, Gladys Guy
Burgess, Thomas Olen
Cattell, Psyche
Chandler, Constance M.
Chidester, Leona
Christenson, James A., Jr.
Coburn, Charles A.
Coffey, Hubert S.
Cohen, Louis D.
Cooper, Marcia Mann
Cowen, Anna Wunsch
Cox, Grace Belden
Crandall, Lola M.
Crowell, Sarah E.
Deabler, Herdis LeRoy
Delman, Louis
Dwyer, Frances Markey
Fiedler, Miriam Forster
Fite, Margaretta Weber
Fuller, Dorothy Sutton
Gersoni, Charles S.
Gilbert, Gustave M.
Goldberg, Samuel
Greene, Janet S.
Griswold, Janet Holcombe
Gross, Marne L.
Hagman, Elmer R.
Hall, M. Rainey
Hartwick, LaBerta Weiss
Herndon, Thelma Audell
Hruza, Thelma

Hutt, Max L.
Irvine, Jessie
Jackson, James D.
Jameson, Augusta True
January, Georgiana Taft
Jenkins, Marion P.
Jensen, Milton B.
Joël, Walther
Kates, Solis L.
Kennedy, Leo R.
Knapp, Pearl Gilliland
Kunst, Mary S.
Landis, Agnes Thorson
Lash, Frederick M.
LeCraft, Beatrice Ann
Lehner, George J. F.
Levy, Ruth J.
Lord, Edith
Luchins, Abraham S.
Maizlish, I. Leon
Maller, Julius Baruch
Mateer, Florence
Mays, Luther Livingston
McAndrew, Sister M.
Bernardina
McCord, William Fletcher
McGuire, Edna Fox
Mercer, Margaret
Messerschmidt, Ramona
Miller, Maurine Rogers
Morris, Charles McDowell
Morrow, Robert S.
Parsons, Rosa F.
Piotrowski, Zygmunt A.
Raimy, Victor C.
Ramsey, Glenn V.
Rheingold, Harriet L.
Rich, Gilbert J.
Rioch, Margaret J.
Sacks, Joseph M.
Saltzman, Sara
Sally, Mary Sherwood
Scheerer, Martin

Schwartz, Emanuel K.
Seyfarth, Vida E.
Sherman, Mandel
Smith, Alathena J.
Stavsky, William H.
Steckle, Lynde C.
Stone, Sybil A.
Stryker, Sue B.
Sward, Keith
Swartzlander, Earl E.
Symonds, Percival M.
Tendler, Alexander
Tiedeman, M. Ruth
Tirrell, Margaret Edge
Topping, Marion Powers
Treverton, William M.
Tuddenham, Read D.
Turner, Alberta Banner
Valentine, Ruth
Vosk, Jeannette S.
Whitman, Esther C.
Williams, Marion L.
Wilson, Clair B.
Winter, Leopold
Wolfe, Lillian S.
Wolfe, Ranald M.
Zehrer, Frederick A.
Zeugner, Lorenzo A.
Zwikstra, Mary F.

Schultz, Richard S.
Stromberg, Eleroy
Taylor, Harold C.
Van Buskirk, William L.
Voss, Harold A.
Welch, Alfred C.

COUNSELING & GUIDANCE

Anderson, Roy N.
Baller, Warren R.
Bear, Robert M.
Bennett, Margaret E.
Beyers, Otto J.
Bordin, Edward S.
Bowman, Lillie Lewin
Collins, Nancy Tappan
Condon, Margaret E.
Cooper, Clara Chassell
Cottle, William C.
Dabelstein, Donald H.
Deal, Bonnie Elizabeth
Drake, Lewis E.
Embree, Royal B., Jr.
Foster, Robert Geib
Greene, Paul C.
Hadley, Loren S.
Jenness, Arthur F.
Kinder, Elaine F.
Linnick, Ida
Long, Howard H.
Lurie, Walter A.
Marzolf, Stanley S.
Miller, Lawrence William
Peterson, Stuart C.
Presséy, Sidney L.
Roens, Bert A.
Shellow, Sadie Myers
Stuit, Dewey B.
Swensen, Walter J.
Wagner, Eva Bond
Weitz, Henry
Ziegler, Jesse H.

INDUSTRIAL

Ayers, Arthur W.
Bender, Wilson R. G.
Blankenship, Albert B.
Cisney, Harland N.
Crissey, William J. E.
David, Gilbert
Edgerton, Harold A.
Hovland, Carl I.
Lindahl, Lawrence G.
McCormick, Ernest J.
Russell, James T.

Lewis M. Terman, emeritus professor of psychology at Stanford University, has been elected an Honorary Fellow of the British Psychological Society.

Thomas Raymond McConnell, dean of the College of Science, Literature and the Arts of the University of Minnesota, was elected chancellor of the University of Buffalo.

Carl I. Hovland of Yale University was elected a member of the American Philosophical Society during its April meeting. **Albert E. Michotte** was elected a foreign member.

B. F. Skinner was elected to membership in the National Academy of Sciences.

Curt P. Richter was awarded the Howard Crosby Warren Medal by the Society of Experimental Psychologists at the annual meeting of the Society held on April 14-15 at the University of Rochester. The medal was awarded to Dr. Richter "for his studies of self-regulatory functions in humans and animals."

W. J. Brogden was elected secretary-treasurer of SEP. The 1951 meeting will be held at the University of Virginia, the date still to be selected. Frank Geldard is the chairman for 1950-51.

William A. Hunt was elected president of the Midwestern Psychological Association for 1950-51. The next annual meeting will be held in Chicago.

Roger Russell has been appointed to the chair of psychology at University College, London, which is being vacated in September by Sir Cyril Burt.

Harold Stevenson of Stanford University will join the Pomona College faculty next fall as instructor.

Herman J. Peters of Purdue has accepted a position as associate professor of psychology at Chico State College, effective in September.

Lyle O. Estenson of Purdue will direct the Advanced Counseling Workshop at Chico State College this summer.

E. O. Wood is now chairman of the department of psychology at Baylor University, after fifteen

years in the same position at Louisiana College, Pineville, Louisiana.

Edward I. Strongin has been appointed professor of psychology at Adelphi College. He will also serve as director of the graduate program in clinical psychology leading to the PhD.

Lucille B. Kessler has accepted an appointment on the medical school staff of Wake Forest College, Bowman-Gray School of Medicine, assigned to Graylyn as senior psychologist.

Willard A. Kerr of the Illinois Institute of Technology has been appointed to the Executive Committee of the Automotive and Machine Shop Section, National Safety Council.

Charles M. Harsh has been appointed professor of psychology at Pomona College, effective September 1. Dr. Harsh is now on the staff of the University of Nebraska.

Paul Horst will return to the University of Washington this summer after a year's leave as director of research of the Educational Testing Service. This post will now be filled by Norman O. Frederiksen, who will also continue to serve as director of the counseling service at Princeton University.

George J. Dudycha of Ripon College has been appointed chairman of the department and professor of psychology at Wittenberg College, effective in September.

A. T. Poffenberger, who retires from Columbia University at the end of this academic year, has been made professor emeritus.

Otto Klineberg and **Fred S. Keller** have been promoted to full professorships at Columbia, and **Richard P. Youtz** has been promoted to a full professorship at Barnard College. **Bernice M. Wenzel** has been promoted to assistant professorship.

Merrell E. Thompson of New Mexico State College will be chairman of the new department of psychology at the University of Arkansas. **Hardy Wilcoxon** of Yale will also join the department next fall at the rank of assistant professor.

Wolfgang Köhler will be visiting professor at the University of Chicago during the fall quarter.

Frank A. Pattie of the University of Kentucky will be a visiting professor at the University of Cincinnati for the summer quarter.

Donald Snygg of State Teachers College, Oswego, will be a visiting faculty member at Teachers College, Columbia, this summer.

A Work-Conference on Reading will be co-sponsored by the University of Maryland Counseling Center and the Committee on Diagnostic Reading Tests at the University of Maryland, July 17-28. The conference will be held for students with backgrounds in either reading or testing or both who want to improve their skills. It will carry no university credit but a certificate of attendance will be given if requested. The last two days of the conference will be open to all persons in the area who wish a report.

Syracuse University will hold an "Institute on Counseling and Personality Theory" from July 10 to August 18, 1950, on the problems of client-centered counseling and of personality organization. Six hours of graduate credit will be granted by Syracuse to the members of the Institute who desire credit. Visiting lecturers will be Gordon W. Allport, Virginia Mae Axline, Oliver H. Bown, Nicholas Hobbs, Earl C. Kelley, Theodore Landsman, Leo J. Postman, Victor C. Raimy, William U. Snyder, and Donald Snygg.

Seminar on perception and learning. A group of psychologists who are interested in the convergence of three broad areas of theory and research—perception, conditioning and learning, and motivation—will meet at Cornell University during July and August. Robert R. Blake of the University of Texas will act as chairman, and other participants will be Urie Bronfenbrenner and Robert B. MacLeod of Cornell, George S. Klein of the Menninger Foundation, Richard L. Solomon of Harvard, and Wilson J. Walthall, Jr., of the University of Wyoming.

SSRC regards the four seminars it has organized for this first summer as frankly experimental. (The ones this summer are "closed" to visitors, for example, but perhaps visitors could be invited

to future ones if this procedure would result in more stimulation to the participants.) SSRC hopes that a substantial number of proposals for seminars on a variety of research topics to be held during the summer of 1951 will be submitted for consideration by the Council prior to November, 1950. Address these to Dr. Pendleton Herring, President, Social Science Research Council, 230 Park Avenue, New York 17, New York.

Autobiographies will be written by the following psychologists for the fourth volume of the History of Psychology in Autobiography, to be published by Clark University Press. Americans: Walter V. Bingham, Edwin G. Boring, Richard M. Elliott, Arnold Gesell, Clark L. Hull, Walter S. Hunter, Louis L. Thurstone, and Edward C. Tolman. Foreigners: Cyril Burt, A. Gemelli, David Katz, Albert A. Michotte, Jean Piaget, Henri Pieron, and Godfrey Thomson.

What Israel Thinks, Volume 1, Number 1, has appeared. It is a quarterly published in the English language, dealing with the field of social research in Israel. The Israel Institute of Applied Social Research is the organization sponsoring it. More comprehensive studies will be published separately in monograph form in Hebrew and in English. The quarterly bulletin is \$2.00, the Hebrew opinion studies \$15.00. Subscriptions should be sent to the Israel Institute of Applied Social Research, Sergei Building, Melisande Way, Jerusalem, Israel.

Louis Guttman has recently resigned his post at Cornell University in order to continue as scientific director of the enlarged Institute, and Uriel Foa is the executive director.

A Bibliography of Unpublished Research on the Blind is on file in universities and a limited number of copies is available from the Federal Security Agency, Office of Vocational Rehabilitation, Washington 25, D. C.

The American Journal of Human Genetics, Volume 1, Number 1, has appeared. It is a quarterly under the management of the two-year-old American Society of Human Genetics. Address subscriptions to the secretary of the society, Dr. Herluf H. Strandkov, Department of Zoology, University of Chicago, Chicago 37, Illinois.

A news letter has been started by the clinical psychologists in the mental hygiene clinics and hospitals of the California Department of Mental Hygiene. Arthur Burton is editor.

The Centenary of Ribot is a volume edited in 1939 to commemorate Ribot. A few copies are still available, for psychologists and scientific libraries only. The price is \$6.00 or 2000 French francs. Apply to Laboratoire de Psychologie, the Sorbonne, Rue des Ecoles, Paris V°.

The Human Relations and Morale Advisory Panel of the Office of Naval Research met at the Special Devices Center, Sands Point, Port Washington, Long Island, New York on 29 and 30 March 1950. Members attending were Margaret Mead, George F. Lombard, John G. Darley, F. F. Stephan, E. Lowell Kelly, and Rensis Likert. Aaron Nadel represented the Research and Development Board; John P. Dickson, John W. Macmillan, and Howard E. Page were in attendance for the Office of Naval Research.

The Panel reviewed progress reports recently submitted by all contractors in the field of human relations, considered a number of new research proposals and made recommendations concerning continued support of existing contracts.

Included in the research supported by the Office of Naval Research are the following:

<i>Contractor</i>	<i>Investigator</i>
Columbia University	Margaret Mead
Cornell University	Thomas A. Ryan
Harvard University	Robert S. Schwab
Illinois, University of	Raymond B. Cattell
Institute for Research in Human Relations	Barney Korchin
Maryland, University of	Charles N. Cofer
Maryland, University of	Jacob E. Finesinger
Michigan, University of	Dorwin P. Cartwright
Michigan, University of	Rensis Likert
Michigan, University of	Donald G. Marquis
Minnesota, University of	John G. Darley
Minnesota, University of	Charles E. Swanson
Northwestern University	William A. Hunt
Ohio State University	Carroll L. Shurtle
Richardson, Bellows, Henry & Co., Inc.	Harold A. Edgerton
Rochester, University of	Launor F. Carter
Saranac Lake Study and Craft Guild	Daniel H. Harris
Swarthmore College	Solomon E. Asch
Washington School of Psychiatry	Robert A. Cohen
Wesleyan University	David C. McClelland

SPSSI has established a Committee on the Teaching of Social Psychology, which is in need of volunteers to contribute ideas and classroom-experiences in the following areas: (1) aims, scope, and content of courses in social psychology, (2) new methods and techniques of teaching social psychology, and (3) evaluation of success in teaching social psychology. Contributors, and any instructors desiring to receive the committee's Bulletin, should write to the Secretary, Benjamin Burack, Roosevelt College, Chicago 5, Illinois.

The Eastern Psychological Association announces the election of Carl I. Hovland as president for 1950-51. Harold Schlosberg and Neal E. Miller were elected to the Board of Directors for three-year terms and Frank A. Beach has been elected for a two-year term to replace Carl I. Hovland. Wilbert S. Ray was elected treasurer for a three-year term.

EPA will meet at Brooklyn College on March 30-31, 1951, and in 1952 at Atlantic City, the specific date not having been selected.

Registration for this year was 1,003 psychologists.

Call for papers for Section I, AAAS. AAAS will meet in Cleveland, December 26 to December 31. Section I is planning papers and symposia for December 28 and 29. Abstracts of papers should be submitted to Delos D. Wickens, 404 University Hall, Ohio State University, Columbus 10, Ohio, by October 1, 1950.

The Directory of Vocational Counseling Agencies published by NVGA will be revised for 1951. Publication will be in January 1951. All agencies or individuals practicing vocational guidance or vocational counseling who would like to be included in this listing and who meet the minimum standards of the National Vocational Guidance Association are urged to write to Mr. Campbell Beard, Executive Secretary, National Vocational Guidance Association, 1424 Sixteenth Street N.W., Washington 6, D. C.

Since thorough investigation is made of each application, it is necessary for applications to be received well in advance of publication date if they are to be included.

The charge for an original investigation and listing is \$25. The charge for a correction of an existing listing to bring it up to date is \$10.

The Arizona State Psychological Association held its first meeting at Phoenix College, April 22, 1950. The newly elected officers for the coming year are H. Clay Skinner, president; William R. Grove, president-elect; Keith J. Perkins, secretary-treasurer; Herbert Gurnee and Ole Andrew Simley, members-at-large of the Executive Council.

A Maine Psychological Association, to be affiliated with APA, was organized at Colby College on May 13 by members of the APA living in Maine. Newly elected officers were Norman L. Munn, president; A. Douglas Glanville, president-elect; E. Parker Johnson, secretary-treasurer; John B. Scott, APA State Conference representative; and John K. McCreary and Ralph Goulston, members of the Executive Council. There are about twenty-five APA members in Maine. Most of these attended the meeting.

The Wisconsin Psychological Association elected the following officers at the annual meeting on April 28: William Humber, president; John W. Rothney, vice-president; Raymond Headlee, 7015 West Blue Mount Road, Milwaukee, Wisconsin, corresponding secretary; Catherine Brophy, recording secretary; and William L. Van Buskirk, treasurer.

The Intercollegiate Psychology Conference held its annual meeting at Mount Holyoke College on April 15-16. Papers were read by Jane Dodge, Joan Berger, Jeanne Jordan and Nancy Furnivall of Mount Holyoke College; by Joan N. Silverman of Massachusetts; by Edward H. Grant, Bradford M. Blanchard, David Palmer, Waid Rogers, and Robert Ames of Yale; by Claire Zimmerman, Renee Levine, and Nancy J. Faust of Wellesley; by Joseph Veroff of Wesleyan; and by Ursula Orth of Smith College. Wendell R. Garner of Johns Hopkins was the guest speaker.

Address changes sent in on the APA 1950 Directory cards are being used only in compiling the new 1950 Directory. They cannot be considered as change-of-address notices for APA journals and other APA mail. Whenever you wish to change

your mailing address, please send in an ordinary change-of-address notice, preferably about three weeks before you wish the change made. One change-of-address notice is enough for all ten journals and other APA mail.

The 1950 Directory is proceeding according to the schedule given in the May issue and on the Directory card itself. June 15 is the deadline for sending in your card.

Reprints of journal articles are often delayed one or two months after publication of an issue.

The report of the APA Conference on Graduate Education in Clinical Psychology will be published by Prentice-Hall, Inc., in its Psychology Series.

The 1950 APA Convention. The Committee on APA Registration and Housing for the 1950 meetings at State College, Pennsylvania, reports that requests for accommodations in the Nittany Lion Inn and the State College Hotel have already considerably exceeded the number of rooms available in these hotels. The Committee is assigning accommodations in the order of request, and therefore asks that members state their preferences.

The accommodations in the dormitories of the Pennsylvania State College which are renting at \$2.50 per person per night are exceptionally attractive ones.

There is also little chance that many more applicants can be assigned to single rooms, since few are available, and a large number have already been requested. Doubling up will be necessary if all members are to be accommodated.

Attention is called to the fact that where advance payment is being included with the application (to eliminate the necessity of appearing at the registration headquarters) this payment should be *in full*, and not just a deposit. Refunds will be paid where part of the period requested is later cancelled. Checks should be made out to *Committee on A.P.A. Registration*. For pre-registration, use the form in the March, 1950, *American Psychologist*.

Change of date of APA 1950 Convention. The Program Committee announces that this year no sessions will be held on Saturday of the week of the Convention. The dates are accordingly changed

from September 4 through 9 to September 4 through 8.

The July issue of the American Psychologist, containing the program, will be quite late.

Driving to 1950 APA meeting. Excellent roads lead into State College from all directions, but a campaign for traffic safety has resulted in strict enforcement of traffic regulations in Pennsylvania, especially around State College. Fifty miles an hour is the speed limit. Driving immediately after the use of alcoholic beverages is considered by the local court as driving while intoxicated and invariably receives a penalty of a \$100 fine and ten days in jail.

When preparing manuscript, set the typewriter for double-spacing and *leave it there*.

The tables and references require more space-taking proofreader's marks than the remainder of the article. It is especially important that tables and references be double-spaced throughout. Set the typewriter for double-spacing and *leave it there*.

Publication of Psychological Monographs is proceeding rapidly. All but three numbers of the 1949 volume have been sent to subscribers. However, subscribers to the 1950 volume will probably receive two numbers before the 1949 volume has been finished.

The American Board of Examiners in Professional Psychology has scheduled its second set of written examinations for December 1950.

Candidates whose applications have been reviewed by the Board and who have been found eligible for this examination will be notified of the details of time and place by individual letter.

Candidates who propose to take this examination, but who have not yet filed an application with the Board, should do so as soon as possible, so that their eligibility for examination on the basis of the PhD degree, five years of acceptable experience, and satisfactory endorsements, can be determined.

It should be noted that this is the last opportunity for examination for those candidates who held the baccalaureate degree prior to 31 December 1935, who have presented ten years of acceptable experience, and who have satisfactory endorsements, but in whose cases the Board has not voted

to award the diploma with waiver of examination.

Inquiries regarding the examination, or eligibility for it, should be addressed to the Secretary-Treasurer, John G. Darley, Psychology Building, University of Minnesota, Minneapolis 14, Minnesota.

Research assistantships in the Laboratory for Research in Social Relations at the University of Minnesota will be available at various times during the academic year 1950-51. The program is based on interdisciplinary research teams involving both faculty members of the Laboratory and research assistants in the fields of child welfare, economics, education, political science, psychology and sociology. Applications should be made as soon as possible to the Laboratory for Research in Social Relations, 219 TSM-c, University of Minnesota, Minneapolis 14, Minnesota.

Internships in the new Mental Health Program of the State of Minnesota; completion of course work for MA or PhD required; stipend \$160 per month. Application forms may be obtained by writing John S. Pearson, Supervisor, Bureau for Psychological Services, 410 Globe Building, 4th and Cedar, St. Paul 1, Minnesota.

Industrial internship; at least one year of graduate work required; candidate will spend approximately half time with George Fry Associates while carrying a three-quarters academic load. Stipend for academic year approximately \$1050 plus tuition. Apply before July 10 to Dr. R. H. Seashore, Chairman, Department of Psychology, Northwestern University, Evanston, Illinois.

Psychologist, woman, to administer tests and other procedures and perform appraisals on job applicants for account and consulting organization in New York, Cleveland or Detroit; MA degree and some projective training or experience necessary. Apply to Dr. G. H. Armbruster, Ernst & Ernst, 231 S. LaSalle Street, Chicago 4, Illinois.

Psychologist IV; MA degree and a total of four years of experience in clinical psychology required; open to non-residents; salary range \$477-557 per month. Apply to Bureau of Personnel, State Capitol, Madison 2, Wisconsin.

Psychologists I and II, and Supervising Psychologist I, for employment in state institutions; salaries, Psychologist I, \$2760-3636; Psychologist II, \$3300-4224; Supervising Psychologist I, \$3660-4824. Applications and additional information may be obtained from the Civil Service Commission, 501 Armory Building, Springfield, Illinois.

Associate or assistant professor, either sex, 35-45 years preferred, PhD required, some experience desired; to teach clinical or child psychology; salary range \$4000-4600 for 12 months; also,

Associate or assistant professor, either sex, 35-45 years preferred, PhD required; some experience desired; to teach statistics and experimental courses; salary range \$4000-4600 for 12 months; also,

Associate or assistant professor, either sex, 35-45 years preferred, PhD required, some experience desired; to teach vocational counseling courses as well as handle university vocational counseling problems, selection of nurses for training school and some vocational counseling of high school students; salary range \$4000-4600 for 12 months. Apply to Dr. Maurice J. Lessard, Director of Psychological Services, University of Portland, Portland 3, Oregon.

Clinical psychologist, beginning September, either sex, 30-35 years preferred; PhD required; three years' experience desired; to work in service center. Salary open. Apply to Prof. George S. Speer, Illinois Institute of Technology, 18 South Michigan Avenue, Chicago 3, Illinois.

Chief, Test Development Section, U. S. Civil Service Commission. Candidates are still wanted for this position; the closing date for acceptance of applications has been extended to July 5, 1950 (see page 131, the April issue).

Assistant or associate professor for the American University at Beirut, Beirut, Lebanon; PhD and teaching experience desired. Candidate will teach introductory or introductory and experimental, social and abnormal. The contract would be for a period of three years. Travel to Beirut would be provided for the appointee and his family and return upon completion of the contract. Salary depends upon training and experience. Interested candidates

should correspond with Miss S. Elizabeth Ralston, Teacher Placement Secretary, Near East College Association, 46 Cedar Street, Room 1209, New York 5, New York.

Part-time instructorship at the University of North Carolina. The duties involve instruction of graduate students in the administration, scoring, and interpretation of "objective-type" tests of ability, aptitude, achievement, and interest. Applicants must be eligible for admission to the Graduate School and, preferably, should have some clinical experience. Apply to Dr. James W. Layman, Box 547, Chapel Hill, North Carolina.

Internships in clinical psychology in the Department of Psychiatry and Mental Hygiene of the University of Louisville School of Medicine; one to take effect immediately and two to be available September 1, 1950. In order to qualify for these USPHS \$2,000 tax-free stipends, the recipients must be third-year graduate students and matriculated for the PhD. Interested persons should write to Dr. Arthur Weider, Louisville General Hospital, Louisville, Kentucky.

Research psychologist at the rank of Lieutenant (jg), this summer or fall, man, PhD required, with primary emphasis on experimental psychology and statistics. Must be under 32 at time of appointment. Duties will involve research activities associated with Naval Aviation. Pay at this rank, including allowances, is \$4480.56 for married officers, \$4300.56 for unmarried officers. Write for further information to Lt. Joseph F. Snyder (MSC), USN, Aviation Psychology Branch, Bureau of Medicine and Surgery, Navy Department, Washington 25, D. C.

Clinical psychologist, beginning September 1, 1950, or sooner, either sex, PhD preferred, with at least 3 years' experience directly with children; vocational counseling experience desirable; duties include clinical testing (projective techniques) and psychological counseling with children and adults. Salary range \$4200-4800 dependent upon training and experience. Apply to Gerald S. Wieder, Personnel Manager, Brooklyn College Testing and Advisement Center, Bedford Avenue and Avenue H, Brooklyn 10, New York.

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Dr. Landis is Professor of Psychology at Columbia University, and Principal Research Psychologist at the New York State Psychiatric Institute. Dr. Bolles is former Research Assistant at the New York State Psychiatric Institute and Hospital.

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Openings for clinical psychologists who are natives or former residents of Missouri. The staff of the department of psychology at the University of Missouri wishes to assist the Personnel Division of Missouri in obtaining strong candidates for the following positions: (1) Psychometrist, AB in psychology required; duties, to administer standard tests to mental patients; salary range, \$206-262; (2) Clinical Psychologist I, MA in clinical psychology required; duties, to administer tests to mental patients and interpret test results; salary range, \$305-388; (3) Clinical Psychologist II, PhD-level required; salary range, \$388-494. Apply for the date of merit examinations to Personnel Division, State Department of Business and Administration, 630 Jefferson Street, Jefferson City, Missouri.

A special APA committee to study the situation produced by the reclassification of a number of VA positions in clinical psychology in the New York area from GS-9 to GS-11 and GS-12 grades has been appointed by the Board of Directors. The reclassifications have resulted in the receipt of a good many letters from APA members—some protesting the action, some supporting it, and some asking for an unbiased statement of the facts of the case. In response to those requesting more information, the Board of Directors appointed a committee consisting of Wm. A. Brownell, Thelma Hunt, and John M. Stalnaker.

Dael Wolfe has resigned as Executive Secretary of the APA, effective next fall. He will direct a study of the nation's supply of highly trained persons in the sciences and other specialized fields, of the potential resources within the population of people qualified for advanced training, and of the nation's present and probable future needs for such highly trained persons. The study is financed by the Rockefeller Foundation and sponsored jointly by the American Council of Learned Societies, the American Council on Education, the National Research Council, and the Social Science Research Council.

OUTSIDE READINGS IN PSYCHOLOGY

Edited by EUGENE L. HARTLEY, HERBERT G. BIRCH, and RUTH E. HARTLEY

A new type of readings book arranged to supplement any standard text and priced to permit individual student ownership and use. The selections have been made primarily in terms of their potential effect on student interest, motivation and attitudes rather than for their historical or documentary importance. Besides the readings themselves, the following are included: 1) a brief introductory statement for each selection, setting it in its proper context; 2) brief biographical sketches of all contributors; and 3) an index in which the topics, as far as possible, parallel those found in standard textbooks in psychology.

I. INTRODUCTION

1. *J. Jastrow*—Lo, the pseudologist.
2. *H. K. Nixson*—Popular answers to some psychological questions.
3. *R. S. Woodworth*—Psychology in the college course.
4. *P. Ekstein*—The language of psychology and everyday life.

II. DEVELOPMENT

1. *L. Carmichael*—The growth of the sensory control of behavior before birth.
2. *D. K. Spelt*—The conditioning of the human fetus in utero.
3. *W. Dennis and M. G. Dennis*—The effect of cradling practices upon the onset of walking in Hopi children.
4. *L. K. Fromm*—The fundamental needs of the child.
5. *P. Blos*—Aggression in young children.
6. *J. Piaget*—Principal factors determining intellectual evolution from childhood to adult life.
7. *W. R. Miles*—Performance in relation to age.
8. *D. Wechsler*—Intellectual changes with age.

III. NERVOUS SYSTEM AND BEHAVIOR

1. *G. Gray*—The great revealed knot.
2. *K. S. Lashley*—The coalescence of neurology and psychiatry.
3. *D. O. Hebb*—Man's frontal lobes: a critical review.

IV. STATISTICS

1. *E. S. Marks*—Statistics used in general psychology.

V. PERCEPTION

1. *H. Werner*—Perception of spatial relationship in mentally deficient children.
2. *L. Carmichael, H. P. Hogan, and A. A. Waller*—An experimental study of the effect of language on the reproduction of visually perceived form.
3. *E. McGinnies*—Emotionality and perceptual defense.
4. *F. Lieber*—Ten years in America are like a century elsewhere.
5. *E. L. Horowitz and R. E. Horowitz*—Social distortions of perception.
6. *L. H. Cohen, E. R. Hilgard, and G. R. Wendt*—Sensitivity to light in a case of hysterical blindness studied by reinforcement, inhibition, and by conditioning methods.
7. *G. R. Schneider and G. Murphy*—The influence of belief and disbelief in ESP upon individual scoring levels.
8. *F. L. Marcuse and M. E. Bitterman*—A classroom demonstration of "psychical phenomena."

VI. SENSATION

1. *F. G. Boring*—Attributes of sensation.
2. *F. A. Saunders*—Physics and music.
3. *H. L. Hollingworth and A. T. Poffenberger*—Reaction time to taste.
4. *L. C. Dunn and Th. Dobzhansky*—The genetics of taste blindness.
5. *J. L. Fetterman*—Sensory hallucinations in schizophrenia.

VII. ATTENTION AND SET

1. *O. H. Mowrer, N. N. Rayman, and E. L. Bliss*—Preparatory set (expectancy): an experimental demonstra-

tion of its "central" locus.
2. *G. L. Freeman*—"Central" vs. "peripheral" locus of set: a critique of the Mowrer, Rayman, and Bliss demonstration.
3. *E. M. Stipola*—A study of some effects of preparatory set.
4. *A. Luchins*—Mechanization in problem solving.

VIII. LEARNING

1. *G. Katona*—Kinds of learning.
2. *J. Konorski*—Pavlov.
3. *K. Lewin*—A survey of experiments on "tension" in learning.
4. *E. L. Thorndike*—The influence of the repetition of a connection without belonging.
5. *K. S. Lashley*—Transfer and reward system.
6. *R. S. Woodworth*—Reinforcement of perception.
7. *B. F. Skinner*—Genetic changes in semantic conditioning.
8. *F. C. Bartlett*—Social factors in remembering.
9. *P. Blanchard*—Cases illustrating psychoanalytic contributions to the problem of reading disabilities.

IX. REMEMBERING AND FORGETTING

1. *F. C. Bartlett*—Individual and social determination in remembering.
2. *H. E. Burt*—A further study of early childhood memory.
3. *A. Adler*—Significance of early recollections.
4. *S. Freud*—Examples of motivated forgetting.
5. *A. R. Gilliland*—The rate of forgetting.
6. *E. E. Newman*—Forgetting of meaningful material during sleep and waking.
7. *H. Cason*—A case of anterograde amnesia.

X. MOTIVATION

1. *W. Rouss*—Experiments in bird migration.
2. *W. B. Cannon*—The physiological basis of thirst.
3. *C. M. Davis*—Results of the self-selection of diets by young children.
4. *A. Freud*—Mechanisms of defense.
5. *M. Ivey*—How the unconscious works.
6. *N. Miller*—Infanticide in primitive societies.

XI. EMOTION

1. *R. W. Leeper*—A motivational theory of emotion to replace "emotion as disorganized response."
2. *P. V. Rogers and C. P. Richter*—Anatomical comparison between the adrenal glands of wild Norway, wild Alexandrine, and domestic Norway rats.
3. *M. G. Jones*—A laboratory study of fear: the case of Peter.
4. *O. Klineberg*—Emotional expression in Chinese literature.
5. *W. A. Hunt*—The reliability of introspection in emotion.
6. *S. Rosenzweig*—Types of reaction to frustration.
7. *F. A. Weiss*—Physical complaints of neurotic origin.

XII. INTELLIGENCE

1. *H. E. Garrett*—A developmental theory of intelligence.
2. *O. Klineberg*—Cultural factors in intelligence-test performance.
3. *V. M. Azline*—Mental deficiency: symptom or disease?
4. *A. Kornhauser*—Are intel-

ligence tests worthwhile?
5. *A. D. Roberts*—Case history of a so-called idiot-savant.
6. *P. A. Witly and M. D. Jenkins*—The case of "B," a gifted Negro girl.

XIII. THINKING

1. *J. Piaget*—Autistic and ego-centric thought.
2. *W. Lippmann*—Stereotypes.
3. *M. Miffo*—The all-or-none nature of emotional thinking.
4. *G. A. Reichard*—The Navaho and Christianity.
5. *H. Birch*—The relation of previous experience to insightful problem-solving.
6. *J. H. Newman*—Mathematical creation.
7. *W. A. Boufield and H. Barry*—The visual imagery of a lightning calculator.
8. *S. Arieti*—Special logic of schizophrenic and other types of autistic thought.

XIV. SOCIAL BEHAVIOR

1. *W. E. Blatz*—The basis of social behavior.
2. *J. L. Moreno*—Evolution of group organization.
3. *J. Piaget*—The development of rules.
4. *M. Sherif*—An experimental approach to the study of attitudes.
5. *R. Likert*—Democracy and the basic human motives.
6. *E. L. Hartley*—The generalized nature of prejudice.
7. *J. Hinde*—Is there a bigot personality?
8. *C. I. Horland*—Social communication.
9. *R. Briffault*—Group marriage and sexual hospitality.

XV. PERSONALITY AND ITS DISORDERS

1. *G. Murphy and F. Jensen*—Freudian emphases in personality theory.
2. *J. Corrie*—Jungian emphases in personality theory.
3. *W. B. Wolfe*—Adlerian emphases in personality theory.
4. *G. N. Raines and L. C. Kolb*—Combat fatigue and war neurosis.
5. *N. R. F. Maier*—Experimentally induced abnormal behavior.
6. *L. S. Kubie*—The nature of psychotherapy.
7. *A. L. Kroeber*—Psychosis or social sanction.

XVI. WORK EFFICIENCY AND VOCATIONAL GUIDANCE

1. *P. Fendrick*—The influence of music distraction upon reading efficiency.
2. *F. C. Bartlett*—Fatigue following highly skilled work.
3. *R. B. Hersey*—Emotional factors in accidents.
4. *H. D. Kilson*—Can we predict vocational success?
5. *D. E. Super*—Experience, emotion, and vocational choice.

XVII. PSYCHOLOGY AS A CAREER

1. *C. L. Sharley*—Occupations in psychology.

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